

Local Govt Service

443

DECEMBER 1949



GROWTH OF A CITY

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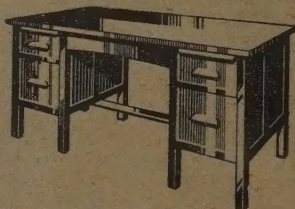
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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS
No. 24 VOL. XXV DECEMBER 1949 THREEPENCE

	PAGE		PAGE
A Yankee Looks at NALGO—by F. Bent	541	Health Service Notes ; Electricity Service Notes	551
Archie Hutt—an Appreciation	542	National Joint Council Meeting	552
A Film History of Local Government	543	Superannuation Decisions	553
“King-Pin of NALGO”—a paper by W. Cecil Wood ..	544	Readers’ Forum	554
I am a Branch Secretary—by F. H. Jex	545	A NALGO Diary—by “Abingdon”	556
Life Begins at Sixty—by Margaret Westham	546	My Bookshelf—by Edward Kay	558
We Built an Exhibition—by Enid F. Haines	547	Guide to NALGO—by “Tobias”	560
Annual Leave—the Story of a Three-Year Struggle ..	548	At Random—by “Hyperion”	560
District Women’s Conference—by E. I. N. Bradshaw ..	549	Education Notes—by K. S. Carter	562
Gas Service Notes ; Transport Service Notes	550	Scottish Notes—by R. Deas	564

“WHITE FLAG”—OR COMMONSENSE?

AS we expected, last month’s leading article suggesting that the nation’s economic plight required NALGO members not only to abandon hope of any immediate general increases in salaries, but even to contemplate a reduction in living standards through the effect of rising prices upon a stationary pay packet, has unloosed a hornet’s nest. Mr. Fernley accuses us of transforming the White Paper into a white flag, Mr. Rosenfeld delivers a lecture on international economics and “Ajax” calls upon us to follow his illustrious namesake and defy the lightning.

But is not each of these criticisms beside the point? In discussing the outlook, we deliberately confined the argument to what NALGO, as a trade union, and its members, as public servants, could do both to help the nation towards recovery and to protect their own interests. We tried to look at the prospect realistically, and to suggest some practical measures. Neither NALGO nor its members are in a position, even if they wished to do so, to trade with all the world, to reduce armaments expenditure, or to tax still further the profits of industry, as Mr. Rosenfeld suggests. Therefore, such arguments are irrelevant to us as a trade union, whatever we may think of them as individual voters at the coming election. As a trade union, our task, surely, is to do the best we can with the world as we find it.

That National Cake

And, taking the world as we find it, what is the best we can do? “Fight for a better standard of living for our members,” cries Mr. Rosenfeld. “Demand a bigger share of the national cake,” echoes “Ajax.” Very well. Suppose we do, and suppose we succeed. We increase the wage bill of the local government service by so many millions. Those millions must be found somehow, so rates and national taxes increase. The manufacturers, shopkeepers, and individual citizens who pay those rates and taxes, put up their prices or claim higher wages to meet them (for if we press and gain a pay claim we cannot expect others to hold back). Costs go up—and the higher salaries we have gained are swallowed up in higher prices. We are not a scrap better off. Indeed, since the scramble for what is left of the cake will be intensified, prices will rise well above the wage increases we have won and we shall be worse off. And all past experience has shown that the public employee suffers more from inflation than do most other workers. The manufacturer and the shopkeeper can put up their prices by a stroke of the pen. We must

argue, negotiate, press, and coerce before we can win an increase in pay, and we, therefore, lag well behind in the race.

As things are to-day, most of us—as we showed last month—are getting a reasonably fair, though not a generous, share of the national cake. The trouble is that it is too small a cake, and we are having to send too much of it overseas to buy bread. We certainly want a bigger slice. But the only sensible way to do that is to help make a bigger cake—which is precisely what we suggested. We can do it by increasing efficiency, working harder, and thus both freeing more hands for cake-making and easing the labours of the bakers. That does not, as Mr. Rosenfeld imagines, mean sacking a single NALGO member. It could be done simply, quickly, and with no hardship to anybody, by slowing down recruiting for a while.

T.U.C. Warning

In trying to scare us with visions of mass unemployment, our critics are drawing a monstrous red herring across the path. For if, as “Ajax” declares, we must increase our exports to the dollar area by 300 per cent to fill the gap between imports and exports, then it is clear that if we are to succeed, there can be no shortage of jobs for a long time to come. Should we fail, then the outlook is grim indeed. But to embark now on a scramble for higher pay would not make it any brighter: rather, by leading to uncontrolled inflation, it would make our position more perilous still.

That the nation’s plight is, in fact, far more serious than most people realise was made clear by the decision of the economic committee of the T.U.C. last month, after a two-hour talk with Ministers, to call for an immediate halt in all wage claims, pending the issue of a full statement by the General Council. It has been suggested that this standstill may last for twelve months, by which time the full effects of devaluation should be apparent.

This is possibly the gravest step ever taken by a responsible trade union organisation. That it was taken, and taken at a time when unions representing 4,000,000 workers had already tabled claims for higher pay, some of them well justified, indicates that the leaders of the big industrial unions—the last people to freeze wages in a period of rising prices without the most imperative cause—have seen that the cause is imperative. Do our critics—most of whom, we fancy, were only two years ago urging NALGO to affiliate to the T.U.C.—honestly believe that a Labour Government and the majority of the trade unions are wrong, and that they alone are right?

To what has been said above, we must,

however, make an important proviso. In supporting a temporary standstill in wage claims, we are referring only to those sections of the public service in which reasonably satisfactory national standards have been negotiated, agreed, and applied. Where—as is the case in electricity, gas, transport, and parts of the national health service—final scales are still being negotiated, then, of course, we cannot be content with standards as they are today. In our view, the local government Charter provides, on the whole, a reasonable standard in present conditions. Holding that view, we are fully justified in pressing, with all our strength, for nothing less than that standard in other sections of the public service.

Nor, of course, should we relax for a moment in seeking the removal of individual or collective injustices and anomalies. If single officers, or groups of officers, in any section of the service, are underpaid in relation to the standards generally accepted as appropriate for their colleagues then we have every right, to-day and always, to seek to remedy their position. That is elementary and is unaffected by the principle of the wage standstill.

The way ahead is dark and cheerless, and we may have to travel long through the tunnel before we emerge into the daylight at the further end. But it is, we are convinced, the only way. Therefore, let us make it as smooth as we can, and march along it together, disregarding those who would lead us up still darker byways to an unknown destination.

Civil Defence Again

IN the meantime, still greater burdens are being placed upon some at least of those NALGO members who serve local government and the national hospital service. In launching, last month, the recruiting campaign for the new civil defence organisation, the Home Secretary made it clear that the main burden was to rest upon the local authorities. County and county borough councils, with the metropolitan boroughs and five of the bigger non-county boroughs, are each to be responsible for organising a division, covering headquarters, warden, rescue, ambulance, pioneer, and welfare services. In London these services will be divided between the county and the boroughs. Apart from the warden service which, outside London, will normally be under the control of chief constables, all these services will be organised by the appropriate local authority departments. The first aid and hospital service will come under the control of the hospitals.

Replying to questions on the point, Mr. Ede declared that, apart from a few specialist officers at the top, he expected the local

authorities to take this work in their stride, without any increase in staff. How far that will be possible only the future can decide. What is certain, however, is that the new tasks, which will involve persuading a war-weary population to return to the posts they left less than five years ago, to train them again, and to keep alive their interest and enthusiasm, will be formidable indeed, and will call for all the initiative and imagination its organisers can muster.

Exploitation Danger

The local government staffs principally concerned may also need protection against exploitation. For section 5 of the Civil Defence Act, 1949, empowers the Minister to require local authority employees to train for, and take part in civil defence work. When that clause was moved, NALGO protested strongly against it, arguing that it amounted to conscription. The Minister insisted that the powers were necessary, since he must, in the last resort, be in a position to man the civil defence services. But the Association did secure from him two valuable safeguards. He agreed that compulsion should not be inherent in the Act, but should be applied by regulations, to be issued only if and when voluntary recruitment had failed; and he gave an undertaking that NALGO would be consulted before any such regulations were issued.

There has not, as yet, of course, been any question of the Minister drawing up regulations under that section. If that stage is reached, NALGO will hold the Minister to his undertaking, and will do all in its power to ensure that they impose no unreasonable hardship on members.

Cleaner Food

IN former days it was only when he travelled abroad that the Englishman worried about the cleanliness of his food. On the Continent he would be careful never to drink water save out of a sealed bottle of "Vichy," would peel every apple and plum, and would insist on his children's milk being boiled. At home, he never questioned the purity of all he ate and drank.

Recent experience has shattered that happy confidence. Every summer we read of outbreaks of food poisoning. Since 1939, a vast increase in feeding outside the home has coincided with a general deterioration of standards, brought about by shortages of wrapping materials, crockery, utensils, soap, staff and—let us admit it—simple cleanliness, with the result that to eat or drink in Britain today has become almost as hazardous an undertaking as it was in France or Italy a century ago.

We therefore join in the praise which expert opinion has bestowed on the Ministry of Food for issuing to all local authorities in England and Wales its new Model Byelaws (Series I. Handling, Wrapping and Delivery of Food and Sale of Food in the Open Air), made under section 15 of the Food and Drugs Act, 1938.

It is clear that the byelaws have been prepared by experts with practical knowledge of their subject. While capable of leading to great improvements, they make no unreasonable or impracticable demands. Moreover, the Ministry promises that it will give speedy approval to every application by a local authority to adopt them, with the result that, if local authorities will play their part, we should see a speedy improvement.

The all too familiar exposure of food to dirt, dust, flies, and the like, is prohibited, as also is its handling by people with filthy hands and clothing, or suffering from a disease capable of being spread through the food. Moreover, the excuse that the food-handler

is not aware that he is suffering from a disease will not avail him if, with ordinary care, he could have ascertained the fact.

An important provision requires every person carrying on a business in which food is handled to display prominently near each lavatory a notice asking employees to wash their hands. It would be difficult, if not impossible, to enforce such a rule, and the Ministry therefore considers that education is the best way of securing its adoption. If it succeeds, it should prove a major factor in reducing the incidence of food poisoning.

Unfortunately, owing to shortage of paper, the wrapping of food is not made compulsory—though the byelaws insist that, if food is wrapped, the wrapping material must be clean. In this respect, as in some others, the byelaws admittedly fall short of the ideal. But the Ministry intends to review them after experience has been gained in their operation, and by that time, perhaps, paper supplies will have improved sufficiently to allow the wrapping of bread to be made compulsory.

"Food" is defined as "anything sold or intended to be sold as food and drink for human consumption, except cows' milk, drugs, or water" which are, of course, covered by other legislation. It is clear, therefore, that beer is included and the general complaints of the disgusting manner in which glasses are "washed" in some licensed houses and of the chipped condition of many glasses, should soon be effectively answered.

Cures for Bureaucracy

BUREAUCRACY is an evil which finds no apologists. That it is a disease is common ground; but that it is peculiar to the public service is a popular illusion. Delay, over-departmentalism, cold and formal correspondence, excessive reliance on the letter of the law, are not unknown in private enterprise. There, as in the public service, enlightened leadership is constantly devising means of rooting them out.

A new attempt to define and assess the problem—and thereby to suggest how it may be solved—has just been made in a shilling Fabian Society pamphlet by W. H. MORRIS JONES. His title, *Socialism and Bureaucracy*, implies no partisan approach. In Communist Russia, Labour Britain, or capitalist United States, the monster rears its head and the local St. Georges sharpen different lances in the hope of encompassing its destruction.

Exaggerated and misconceived criticism of the public service is universal. The citizen who would not expect to buy his meat at the draper's thinks that he is a victim of red tape if he is redirected when he calls at the rates office on a matter of health. When his affairs involve the consent of two or more authorities, he regards this complexity as a device of officials framed to keep themselves in lucrative employment.

Mr. Jones finds a major cause of the mutual misunderstanding between citizens and the officials they employ in what he calls remoteness, observing: "If we take no trouble to grasp how a local council works and how we may influence its decisions, we shall no doubt think of it as remote." But, besides understanding, there must be control, a condition which the complexity of modern institutions makes it increasingly difficult to secure. Democracy implies "making the business of rule as much like a conversation and as little like a sermon or a lecture or a commanding officer's orders of the day as possible." It assumes, too, "that there is no monopoly of energy, ideas, and goodwill, at the government end." The cures for bureaucracy lie not only in the hands of those who are or may be bureaucrats, but in those of "teams of citizens"; remedies must be born of discussion with all who "accept and work them—that is, all of us."

Applying these generalisations to the facts of life in governmental services, Mr. Jones emphasizes the value of post-entry training. This, he says, has far more relevance for officials of local authorities and the middle and lower grades of the civil service than for the higher sections to whom so much attention is given. The latter are concerned with broad aspects of policy, the others, to a greater extent, with immediate contacts with the public. In so far as bureaucracy means the inability of the official to put himself at the "receiving end," training designed to stimulate the imagination will help to remedy it.

The structure of government, too, needs to be such that personal contacts between citizens and officials can be constant and easy. Government should be as decentralised as possible: "the most powerful contribution to the solution of the problem of bureaucracy lies in a revival of local government through a reconstruction of its functions and a determination of its areas on the basis of the people's ties and loyalties."

Efficiency Audit

AMONG the brightest advocates of organised methods of raising efficiency in the public service is F. C. HOOPER, business executive of varied experience, wartime director of training at the Ministry of Labour, and a well-known broadcaster. His latest essay in this field, a provocative paper delivered to the British Institute of Management, on the need for an independent management audit of public undertakings, is of interest to all public officials.

"It is the essence of a management audit," said Mr. Hooper, "that it is a fault-finding body." It surveys a job, a department, a whole undertaking; assesses its achievements in relation to the task which it has been set and notes its failures and weaknesses.

The effectiveness of such a process depends on the calibre of the "auditors"; the confidence they inspire in those they criticise; and the notice the victims take of the criticism.

Mr. Hooper argued strongly that the auditors would be more effective if they were members of the body under review. An outside audit could not master the technical problems—wool could be drawn over its eyes; and its findings would command no respect. The ideal team, he thought, would be composed of knowledgeable members of the organisation under review—some from the top, some from the middle, and some from the bottom—with one outsider, to ask the most awkward questions and insist on answers. Then, enjoying the authority of the topweights and the detailed knowledge of the other ranks, they could get to the heart of their survey and be sure that their findings were taken seriously.

A similar line of thought was expressed by J. R. SIMPSON, head of the Treasury's Organisation and Methods section. O. & M., he said, had "no power whatever." It was, in effect, an external audit system, manned by people with a general appreciation of administrative principles and skilled in the art of applying them to widely varying circumstances. Yet, in practice, its recommendations commanded respect and were widely adopted. In government departments, O. & M. had proved that advice and help from outside could be of inestimable value.

Will it do the same in other sections of the public service? We believe it will—if it is fairly tried.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

MR. BENT, a social science student of Chicago University, spent four months at NALGO Headquarters this summer, making a detailed study of the Association. He delved into past history, discussed present and future problems with officers and members, visited branch and district committee meetings, and interviewed representatives of both sides of the National Whitley Council, of the associations of local authorities, and of the T.U.C. He also spent some weeks studying other trade unions. In this article, specially written for "Local Government Service" he sums up his impressions, presenting a frank and revealing picture of the Association through the eyes of informed American inquirer.

A YANKEE LOOKS AT NALGO

by Frederick Bent

ROBERT HOXIE, an eminent American labour historian, once classified labour unions into four different groups:

Business unions, primarily interested in the bread and butter issues of wages, hours, and conditions of employment; Uplift unions, idealistic in viewpoint and aspiring to cultivate the moral, intellectual and social life of the workers; Revolutionary unions, repudiating the existing social order and consequently radical in thought and action; and Predatory unions, concerned with immediate ends and willing to use whatever policies and practices seemed appropriate, without regard to consistency or the public interest.

NALGO does not fall neatly into any one of Hoxie's convenient packets. Certainly, it is a business union, putting its primary emphasis on improving the working conditions of its members. In addition, it has elements of uplift unionism, through its programme of education, week-end schools, holiday centres, and its various insurance ancillaries which give not only security to the member, but also permit him to broaden his educational background.

"Revolutionary" in U.S. Eyes

It is more difficult to find anything radical about NALGO within Hoxie's definition, although, when compared with American unions, NALGO's policies would appear revolutionary. They would certainly appear so to many American municipal authorities, some of which still object to any form of trade unionism among municipal employees. In addition, the proposals of the NALGO Reconstruction Committee cut through hundreds of years of tradition by vigorously advocating a complete recasting of the local government area. This was revolutionary, although it did not repudiate the existing social order, but rather its governing mechanism. It can be said, therefore, that NALGO is absent only from Hoxie's final category. Throughout its history, its policies and practices have been consistent and have seldom, if ever, disregarded the public interest.

An American observer could not fail to be impressed by the "business union" side of NALGO. Its advocacy and eventual success in achieving compulsory superannuation, a National Whitley Council, and Charter salaries and conditions, judicially enforceable against employers, would be looked upon with envy by American municipal employees. These policies, accompanied by many others, have transferred local government from a group of individual autonomous entities into a service comparable with the civil service. Partly as a result of the weakness of American municipal unions, the intransigence of some municipal

authorities, and the inability of the Federal government to prescribe service conditions for American cities, the concept of a local government service which is the key to NALGO's philosophy, is completely absent in the States.

But the aspect of NALGO which made the deepest impression on me was neither its "business" nor its "uplift" activity. It was a more intangible attribute which cannot be measured by statistical charts—NALGO's sense of responsibility, not only to its members, but to the municipal authorities and the community as a whole. Obligation to these component parts permeates NALGO's ideology and infiltrates into all its policies and practices. This became clear not only from studying the Association's policies for the past 40 years, but also from numerous interviews I had with local government officers, representatives of the employers' side of the National Whitley Council, and even leaders of rival trade unions.

Examples of Responsibility

Many examples could be given of NALGO's sense of trade union responsibility. The following three illustrate the point clearly.

Collective bargaining under the Whitley Council system depends upon active co-operation and resulting agreement between both the employers' and the staff sides. This is an explicit recognition that the aims of either side are not irreconcilable and that it is to their advantage to discuss the problem mutually. Thus, both management and staff renounce unilateral decision-making and accept the compromises which constitute bi-lateral negotiation. NALGO, by actively participating in the Whitley Council system, has accepted the responsibilities and obligations which are inherent in nation-wide collective bargaining.

A second example of NALGO's accountability is provided by its unwillingness to strike. NALGO is proud of its record in this respect, for, while it is true that the strike and the acceptance of Whitleyism are incompatible, NALGO opposed use of the strike weapon long before there was any system of collective bargaining for its members. Admittedly, NALGO is convinced that it will benefit more from a policy of restraint than from direct action. It is nevertheless significant that American municipal unions have not exercised a similar discipline and have frequently gone out on strike, in some cases causing the community considerable discomfort.

Politically Impartial

The third indication of NALGO's sense of responsibility can be seen in the perplexing question of affiliation to the T.U.C. What I found particularly interesting when studying the history of this long controversy was the dogged determination of both sides in the argument to insist that the local government

officer must be an impartial administrator and must not be affiliated to any political party. Disagreement occurred solely over the question whether affiliation to the T.U.C. necessarily implied a political connection with the Labour Party.

The roots of this problem of employee responsibility grow out of the problem of competing loyalties—loyalty to the local authority, on the one hand, and labour's claim to the loyalty of the worker, which is founded upon the concept of labour union solidarity, on the other. NALGO has answered this question unequivocally: its responsibility is to the local authority.

While many NALGO leaders, remembering their difficulties when negotiating with individual local authorities in the days before the Charter, might question this, my outstanding impression was of the relative friendliness of the atmosphere in which NALGO operates. Trade union tradition is much more firmly entrenched in Britain than it is in the United States. In your country, industrial trade unionism goes back one hundred years, while in mine it has less than 20 years' growth. The result is that, in America, there has been only grudging acceptance of unions in the industrial field within the present generation. Again, in Britain, organisation of municipal workers can be traced back to the early 1900's, while it is only recently that attempts have been made to organise municipal workers in the United States. American municipal authorities, like their industrial counterparts some years ago, have not yet become adjusted to the organisation of local government officers, and certainly have not recognised that unions can be a constructive force in local government. Therefore, even if Americans were to accept NALGO's philosophy and copy its structure, it would not necessarily mean that American municipal unions would have the same degree of success.

Little Sign of Apathy

I reached a further conclusion about NALGO which, again, may not be accepted by its higher elected or paid officers. It is generally assumed that apathy, indifference, and lack of understanding of the true meaning of NALGO are the chief characteristics of the average member. I did not find this to be true. While many, perhaps, would not be able to recite the history of superannuation or the functions of the legal department, at the same time I found a much greater awareness of the value and the importance of trade unionism than I had been prepared to expect. This, again, is caused by the longer tradition of trade unionism in Britain. It is, of course, true that a NALGO member may not have the intensity of trade union feeling that characterises workers in industry, but the lack of core values, which is one of the characteristics of white-collar workers, makes a willingness to think collectively a very difficult task.

ARCHIE HUTT

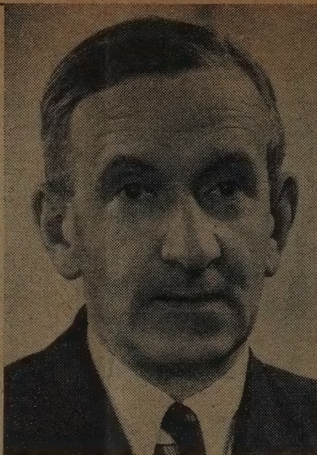
A Great Servant of NALGO

"Archie" Hutt, for 25 years one of the best-known figures in NALGO, familiar to a generation of Conference delegates, and with a reputation extending far beyond his branch at Manchester, died on November 4. Here, E. L. RILEY, the Association's senior vice-president, pays a personal tribute to his memory.

THERE will be many thousands of NALGO members who will join with me in mourning "Archie" Hutt, by whose death the Association has lost a great servant.

It would take a volume to record all the activities of Archie Hutt. He had just completed 25 years of office in his branch. During the whole of that time, the name of Manchester in NALGO circles was synonymous with that of Hutt. For eleven years he was editor of the "Guild Journal," and for thirteen years he was branch secretary. Later, he had become vice-chairman of the district committee—on which he had served for over a quarter of a century—and a member of the National Executive Council.

Most of all, however, he will be remembered for his appearances and contributions at successive annual Conferences. A forthright speaker, eloquent with knowledge and conviction, he was a champion of the cause of the common man. The greater the opposition, the more fiercely did he fight. His efforts were many and legion, claiming justice for the lower-paid and underpaid. He did not win every battle, but his efforts played a great part in developing the major policies of the Association. He will always be remembered for his contribution towards securing a more up-to-date and correct cost of living index.



Until laid aside by illness, he had been actively conducting local appeals with characteristic vigour and fearlessness and when Colonel Dawson, chairman of the employers' panel of the National Joint Council and of the Manchester Corporation establishment committee, learned of his passing, he desired me to say that he wished to be joined with this tribute to the man with whom he had been so closely associated on the Manchester local joint staff committee. Manchester members will be grateful for this final proof of his deep and abiding interest in them. "Archie" possessed a clear and analytical mind, unusual strength of character, wise judgment, and a detailed knowledge of local government affairs that enabled him to negotiate and produce results. His somewhat mordant wit was tempered with a kindness towards his fellows and opponents which took the barb out of the shaft. As one who has frequently disagreed with him I say that to know him was to understand him, and to understand him was to like him.

Archie Hutt, hail and farewell!

(Continued from preceding page)

It is easy to assume that the outstanding trait of the average member is apathy and indifference. It is also dangerous. This pessimistic attitude implies that there is a shepherd-sheep relationship between the officers and the rank and file. This is not a healthy attitude. It assumes that, if NALGO is to advance, it will do so only on the initiative of its rank and file. My own impression is that NALGO goes a lot deeper than many people think and that the grass roots are more firmly entrenched than is often believed.

Series of Accomplishments

Looking back over the years of NALGO history, there has been a steady series of accomplishments, culminating in the Charter, which have benefited the local government officer and, in some cases, the community and local government at the same time. Today, there is a local government service which approaches in prestige that of the civil service. NALGO deserves much credit for transforming a congeries of independent, autonomous units into a national municipal service.

It would, however, be unrealistic to assume that NALGO could look complacently into the future, believing that it had solved all its problems. Indeed, there are two questions which the Association must answer if it is to

continue to grow and be a constructive force in local government.

Without doubt, the most pressing of these is the domestic reorganisation of the Association to accommodate members who are joining it from services outside local government. Before NALGO's decision to organise officers in the nationalised industries, all its members were municipal employees and, therefore, had common interests and problems. Today, that is no longer the case.

Despite NALGO's claim that it was "following its own members" into these nationalised industries, I wonder whether it was not more concerned with an impressive membership total than with building a strong, homogeneous union, composed of members with identical interests. Today, NALGO must cope with problems which cannot be solved within the framework of negotiations with local authorities. More important, its membership has changed. Many of its present members have never served local authorities, but, before nationalisation, were employed by private concerns. Many, too, had little or no experience in trade unionism or in collective bargaining. The inevitable result of this diverse membership is the inability of the various elements to appreciate the position of the others. It is of immediate importance to NALGO to mould these heterogeneous groups into a cohesive union.

Originally, it was hoped that the ancillaries would be the instrument to hold the union together. Today, the position of the ancillaries is less strong than it was, as a result of the increased participation by the central government in those insurances and protective services which were originally undertaken only by private companies. Thus, a second unifying force within NALGO has been weakened.

NALGO has not yet met this problem squarely, preferring to postpone its decision until 1950. Until then, the Association will adjust itself as the situation arises, without regard to an overall scheme. While expediency in this case may be wise, it cannot be substituted for a definite statement of policy which will clear up present misunderstandings about such matters as composite or separate branches, geographical or sectional representation on the N.E.C., and how policy will be co-ordinated for the various nationalised groups now belonging to NALGO.

It has been suggested that NALGO should adopt a federal type of structure, with each nationalised service a semi-autonomous group having its own N.E.C. and governing body, with the Association's Headquarters performing all the administrative work under the guidance of the general secretary, and with a co-ordinating body representing local government officers and officers of the nationalised industries, but possessing advisory powers only. This body would concern itself with those problems which affect officers in all the services, and would endeavour to reach the same solution for all. In addition, it would be an invaluable clearing house for a unified programme of public relations, schemes for in-service training, or relations with the T.U.C.

Ancillaries Must Expand

To be truly effective, and to hold the membership together, the ancillaries would have to be improved. Because they cannot compete successfully with government schemes, the only answer is to offer new types of insurance which are not being offered by the government. These might include insurances for children, education insurances, additional compensation for injury or illness, etc. In addition, perhaps, a programme of adult education might be developed to assist those members who want to complete their formal education.

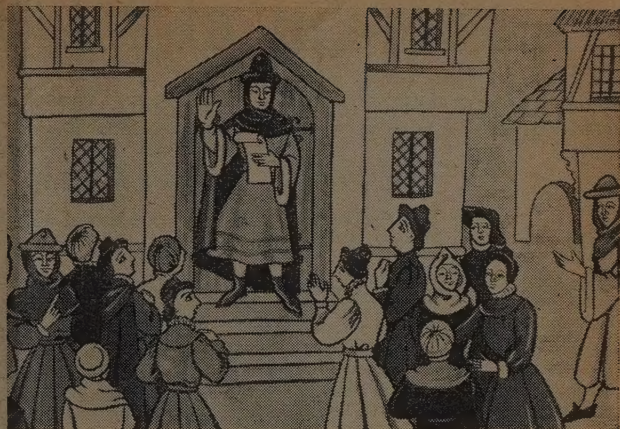
The second important problem which will continue to plague NALGO for some years to come is that of political affiliation. Despite the defeat in 1948 of the proposal to affiliate with the T.U.C., the issue is far from dead. Some younger members of NALGO have not been convinced of the wisdom of keeping the Association on the periphery of the T.U.C., and certainly members of the T.U.C. itself consider that the issue is far from settled. Now does not seem to be the time for prophecies on this question. So long as NALGO is able to get better salaries, more efficient grading, superannuation, and co-operation from the employers, then the issue will be soft-pedalled. But should there be a cut in local expenditure and salaries reminiscent of the 1930's, then affiliation will appear all the more desirable.

It is, perhaps, unfair to leave NALGO on this rather pessimistic note. Yet both problems are serious. The first must be decided decisively, the second is apt to arise regardless of what the official policy of the Association may be.

Nevertheless, the existence of both these problems has a positive value. No organisation can expect to thrive unless it can stimulate the energies of its members and alert them to the difficulties which must be faced. The solution of both will demand leadership. NALGO's greatest wealth is not in its subscription income or its accumulated funds, but in its members—and it is often only in adversity that trade union statesmanship can be recognised and appreciated.



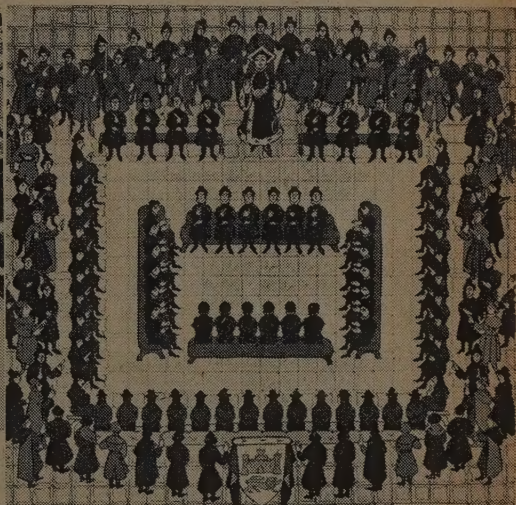
1 The film traces the beginnings of local government in a typical city, Norwich. Saxon neighbours gather in a central spot to discuss mutual needs and problems. Thus the Common Assembly is born.



2 William the Norman builds the tolbooth—the first town hall—and installs the king's officer, a dictator, in it. But, under Richard I, democracy revives and the burgh reeve, seen above, takes over.

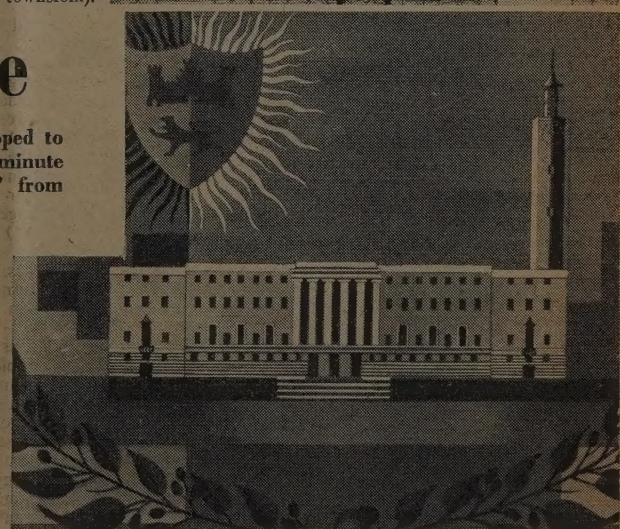


3 Soon, the job becomes too big for one man, so officials are appointed (above: recorder, chamberlains, serjeant, attorney, law man, treasurers, keepers of the keys, and warden of ditches and walls), and representative government appears (right: mayor, aldermen, and burgesses surrounded by the townsfolk).



A Century a Minute

How local government began ten centuries ago and developed to its modern complexity is told in the C.O.I.'s latest ten-minute sound film, "Local Government—A History in Pictures," from which these scenes are taken.



4 Passing centuries bring more power, corruption, reform, new services (left), and the modern city hall (above). The Central Film Library, Imperial Institute, S.W.7, will lend the film free, or the C.O.I. (which produced it), 83, Baker Street, W.1, will arrange a free show.

"King-Pin of NALGO"

—Summarising a paper, "The Branch Secretariat," discussed by the Association's national school of branch management held recently in London, and prepared by

W. CECIL WOOD, A.C.I.S.

NALGO's North Western District Officer

"**B**RANCH secretaries cannot be cut to a uniform pattern," observed Mr. Wood in introducing his paper. "Their methods must be allowed to vary even as their characters as men and women vary."

But the branch secretary was the king-pin of the Association's structure. Branches were the basic unit of organisation, and NALGO depended upon their efficiency.

They had the duty of nominating members to serve on the National Executive Council, of electing the President and other honorary officers, of sending delegates to Conference with instructions how to vote, and of appointing representatives to serve on district committees and local and area Whitley councils.

Danger of Weakness

The danger of weak administration in the branch lay in its effect on the chain of which it was a link—comprising members, district committees, district officers, Headquarters, N.E.C., and Conference. The secretary was the tie between the members and the other links.

"One weak branch can be a handicap, or even danger, to the whole structure," Mr. Wood continued. "It may handicap the Association by neglect or delay in replying to inquiries on service conditions, or by failure to maintain adequate membership records or submit annual returns of membership to Headquarters. It may be a danger by acquiescing in bad conditions, or failing to seek enforcement of its members' rights. The impact of these weaknesses may be felt at all or any of the levels in which the branch has a direct responsibility or duty."

The member relied on the branch secretary to inform him of his membership rights and to remind him, if need be, when he ought to exercise them. To do this, the secretary should have a comprehensive and up-to-date knowledge of the benefits of membership. Communications between the member and district or Headquarters, and vice versa, should, in all but the most confidential circumstances, pass through the branch secretary.

Both Ear and Mouthpiece

The secretary should also attend meetings of his branch executive committee and its sub-committees and represent his branch at district committees and at Conference. He was, therefore, both the mouthpiece of the branch and the ear of the Association.

Although, today, the personal approach to employing authorities was being left more and more to paid district officers, there were still occasions when it remained the responsibility of the branch secretary—for example, where there was a local joint committee or where immediate action was essential. In the latter case, the secretary should seek the authority of his branch executive committee if there were time to consult it, but, if there were not, he would have to act first and seek confirmation of his action afterwards.

Personal action might prove difficult or embarrassing, particularly in a small local authority, though such difficulties were less likely in the nationalised services, where repre-

sentations were almost invariably addressed, not to elected councillors, but to senior executives.

"Whatever the circumstances," Mr. Wood emphasised, "the branch secretary should be 'acceptable,' in the sense that his approaches will not incur any initial feeling of hostility."

"The impression which is made, be it good or not so good, in local negotiations, tends to be the measure, on the employer's side, of the standing of the branch in its trade union dealings."

Refreshing evidence of the respect in which most branches were held was provided by the fact that the secretary was often consulted by senior officers seeking the views of the staff on matters in which they were interested.

If he needed guidance on problems put to him by members or by employers, the branch



"I say, Mr. Secretary, do we get compensation for loss of office?"

secretary should go to the district officer. Interpretations of rules and information about the grading of officers by comparable authorities were among the most frequent requests. To obtain the latter information, the district officer often had to seek information from other branch secretaries—as he must also do when asked by Headquarters or other districts for up-to-the-minute membership figures in a particular section, to support negotiations for Whitley representation, and for similar information.

Although every such inquiry was amply justified, the district officer taking care to make no unnecessary requests, their number became formidable in the aggregate. It was appreciated that the information wanted was not always readily available, and that sometimes the officer able to give the required facts sometimes had neither the authority, nor the disposition, to make them available. A recent questionnaire to all branches on grading and establishment under the Charter had meant, in many areas, serious and lengthy delving amongst departmental records. In these circumstances, although the response by branches was rarely 100 per cent., it was to the credit of

branch secretaries that the district officer was able to rely so fully on their co-operation.

For his part, the district officer always sought the authorisation of the branch secretary before he took action on matters referred to him direct by members, although he would not trouble the secretary if the member wanted advice only.

To-day, Headquarters encouraged the branch secretary to communicate first with the district officer on all matters other than confidential legal problems and private business with the Association's building, insurance, and other ancillary societies. This kept the district officer in close touch with what was happening in his area, relieved Headquarters of an enormous administrative burden, and thus secured more speedy action than would otherwise be possible.

How Members are "Lost"

There were 42 rules—district and national obligatory and advisory, and administrative and executive—which affected the duties of the branch secretary. But there were important duties upon which the rules did not touch. One was the system by which the branch to which a member was about to be transferred was notified of his pending arrival by Headquarters. Smooth operation of this system depended upon the branch losing the member notifying Headquarters promptly—but many failed to do this, with consequential breaks of membership and loss of income.

Similarly, arrangements for recruiting members were not, generally, as efficient as they might be. In some branches, periodic returns were submitted to a sub-committee and immediate inquiries made when there appeared to be a gap between potential and actual membership in any department.

The member's loyalty to the Association would persist only so long as he was interested in it. Therefore, where there was no branch public relations officer, it must be the duty of the secretary to give wide publicity in the branch to the work and value of the Association.

"A branch gets the secretary it deserves," Mr. Wood continued. "In my experience particularly since the war, most branches have had difficulty in finding a member willing to undertake the great responsibilities of the secretary. Even in big branches, where paid clerical staff are employed, the honorary secretary still finds his job an onerous one, no lightly undertaken by any but those with the urge to serve their fellows."

Looking ahead, Mr. Wood thought that it might be wise to try to make branches big enough to justify the employment of paid staff. But he doubted whether the traditional branch leader could ever be produced in that way.

Departmental Representatives

In conclusion, Mr. Wood emphasised the importance of the sectional and departmental representatives, whose work was essential in all save the smallest branches. Each department or section should appoint one or more representatives or correspondents to sit on the branch executive committee and act as its liaison with the rank-and-file members.

Usually, the representatives acted also as branch agents for recruitment, collecting subscriptions to the Association and contribution to its ancillary societies, notifying the transfer of members, disseminating information, investigating complaints and grievances, fostering interest in social and sports events, and distributing "L.G.S." and branch magazines. Upon their efficiency the health and virility of the branch very largely depended.

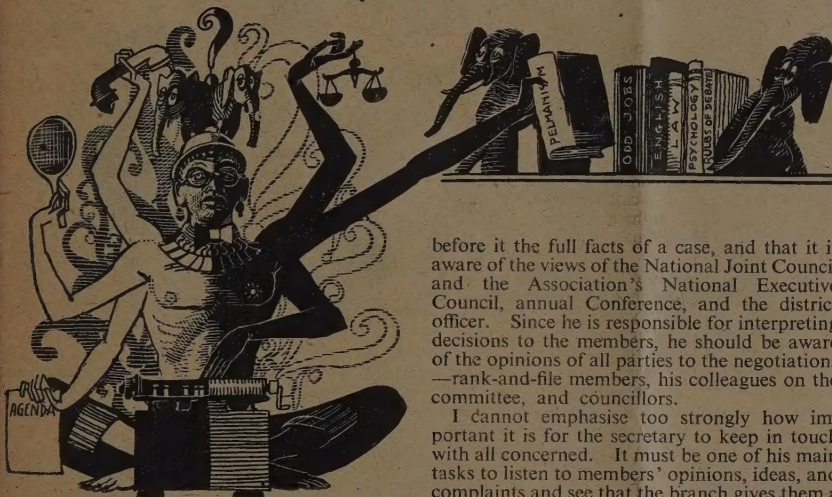
This view was strongly reinforced in the discussion on the paper, some speakers even suggesting that it was the departmental representative, rather than the branch secretary who was the real "king-pin" of the branch and thus of the Association.

NALGO has today more than 1,200 branch secretaries—and still more potential ones. In this article, the secretary of a branch of 300 members gives advice to those who have just been appointed or who are thinking of taking on the job.

I am a Branch Secretary

by F. H. JEX

Secretary of Hendon Branch



before it the full facts of a case, and that it is aware of the views of the National Joint Council and the Association's National Executive Council, annual Conference, and the district officer. Since he is responsible for interpreting decisions to the members, he should be aware of the opinions of all parties to the negotiations—rank-and-file members, his colleagues on the committee, and councillors.

I cannot emphasise too strongly how important it is for the secretary to keep in touch with all concerned. It must be one of his main tasks to listen to members' opinions, ideas, and complaints and see that the branch gives them a fair hearing. Nothing breeds apathy in a branch so quickly as the secretary who is too busy or too distant to listen to a trivial grievance.

This remark leads me to the routine side of the work—regular executive committee, sub-committee, and general meetings. Unless the secretary is a superman, or has little official work—and that is rare—he cannot hope to deal with all the business arising from these committees. Thus, the success of a well-organised branch must depend largely on the selection of suitable assistant secretaries.

Tasks for Assistants

Most secretaries will be able to find a typist prepared to act as minuting secretary, and an assistant secretary who is showing a keen interest in NALGO and is a likely choice as his successor. The latter's duties might well include the maintenance of branch records, the notification of the transfer of members to other branches, and a host of other straightforward tasks which will give him insight into the Association's work and free the secretary from much worry.

Whenever possible, executive meetings should be held regularly, preferably once a month during the winter and at slightly longer intervals during the summer. Each sub-committee should submit a written report to the executive committee so that detailed discussion at executive meetings can be greatly reduced. In an active branch, this is a great advantage and consultation before the meeting between the chairman and secretary can ensure that matters of policy are given proper consideration.

No secretary should approach any meeting, however informal, without first satisfying himself that he has full information relating to every item on the agenda. Nothing undermines the confidence of a committee more quickly than the suspicion that the secretary knows as little about a particular item as other members to whom he is supposed to be giving information. At the same time, he must not be scared of the member—present at almost every committee—who asks for the most detailed information on the spur of the moment. Such a

member must be told that the secretary will gladly obtain the information but that adequate notice of similar questions would be appreciated in future.

Much thought should be given to the contents and presentation of the agenda of the branch annual general meeting. It is quite pointless, in my view, to call such a meeting to consider the work of the ensuing year and the appointment of officers without first having discussed the matter at some length with the more experienced members of the branch. It is the custom at Hendon for the executive committee to submit nominations for every office, but the committee makes it clear that this is not intended to deter other nominations. It merely ensures that the work of the branch continues. I have been present at many meetings where no such nominations have been made and where, as a result, people with little interest in the work have been elected, to the detriment of the work undertaken. The secretary should also ensure that votes of thanks are moved as appropriate, for if this simple matter is left to chance, an old servant of the branch may be unintentionally slighted.

Brighten the A.G.M.!

Though the annual general meeting will have much formal business to conduct, an effort should be made to include in it some topical or controversial discussion to stimulate interest and encourage a good attendance. In 1947, consolidation of bonus with salary presented a Heaven-sent opportunity for a really fierce debate, but such a chance cannot be expected every November. In the wide sphere which the activities of NALGO cover, however, it should require but little initiative to arouse some lively discussion on a matter affecting all members, nationally or locally. Two of the liveliest meetings at Hendon during the last 20 years, met to discuss the compulsory cuts of 1931 and a recommendation of the executive committee to spend £15 on a badge of office for the branch president. Good publicity on each occasion secured a packed hall.

I have no doubt that, however small the branch, the work of its secretary could become a full-time job. That, of course, cannot be, so, in conclusion, I again urge that the work be shared amongst a team. This not only increases interest in branch affairs but also saves the secretary from becoming stale. If he is to be at the top of his form when the occasion demands—for example, at hearings of appeals and meetings of the joint staff committee—he does not want to be harassed by thoughts of arrears of work, correspondence, or minutes.

When new to the job, it is very easy to be dispirited and depressed by the continual arrival of enormous envelopes from the district officer, headquarters, district committees, and other branches, and one must rely on good organization to keep one abreast of it all.

The secretary must attend such "outside" meetings as the Association's annual Conference and the district committee, to keep up to date with policy but, unless he is a glutton for punishment, I fail to see how he can serve on many working committees outside the branch, whilst remaining a conscientious branch secretary. I know there are many who will not agree, but there must be yet more who will.

Finally, let me say that there is still one thing which I have to learn about the job. That is, how one gets one's resignation accepted by the annual general meeting!



WHEN I returned from the Army in 1945 I little thought that, within six months, I should be secretary to a branch of NALGO.

It was the usual story—the former secretary had carried on during the war years, and had had enough, but, since no one else seemed anxious to succeed him, I agreed to act for "a few weeks only." Today, four years later, I am still acting.

I knew little of the duties of a branch secretary in those days but I was full of enthusiasm and thought that, if I applied common sense to the problem, I should get along all right. In that, I believe, I was right. When I took over, the Charter had just been born and I felt that, before all else, my first aim must be to establish friendly relations between the branch and the council by means of the joint staff committee. In my view, such a committee is essential to the efficient working of every branch. It helps secure the co-operation of chief officers and prevents many a local mole-hill from becoming a national mountain. If a joint committee were to be set up in every local authority, I am certain that other committees of the authority and other negotiating bodies at higher levels would be relieved of much work.

L.J.C. Agenda Needs Care

In preparing the agenda for the joint staff committee, the secretary must be most careful. My advice is: Do not demand regular meetings for the sake of having them if you are likely to be faced with an agenda containing a string of unimportant items. This will annoy the employers, will give the impression that the staff is always grumbling and, more often than not, will draw attention to facts far from helpful to the staff.

The branch secretary must use all his influence to ensure that worth-while matters only are discussed, that the staff's case is well prepared and that the staff side meets beforehand to arrange the smooth presentation of each item on the agenda. The secretary is responsible for ensuring that the committee has

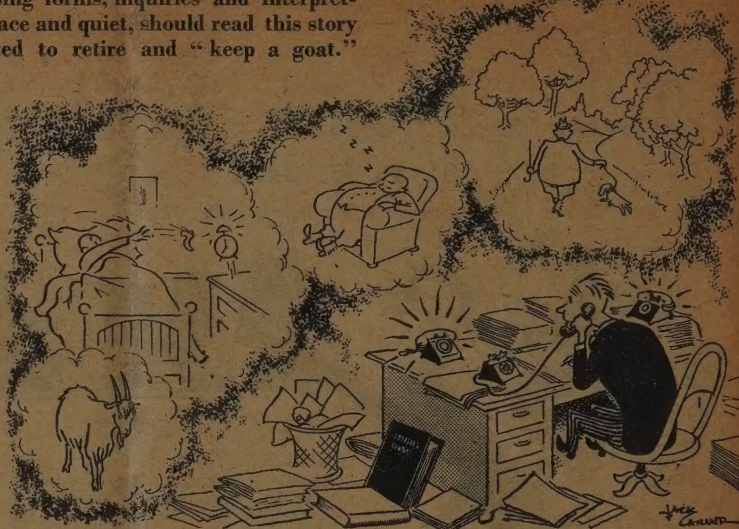
You, whose life is spent coping with ever increasing forms, inquiries and interpretations, and whose secret longing is for a little peace and quiet, should read this story of the wife of a NALGO member who wanted to retire and "keep a goat."

LIFE BEGINS AT SIXTY

— A TRUE STORY —

by MARGARET WESTHAM

WIFE OF A RETIRED L.G.O.



AS you rush to catch the already crowded 8.25 as a necessary but evil preliminary to a busy day, do you ever look forward to your retirement and the ease and rest it will bring?

No scrambling for trains, no weary interviewing, no more form-filling or compilation of statistics, laboriously checked one week only to be scrapped the next! Instead, just a life of leisure—getting up at whatever hour you fancy, having a real breakfast with half an hour to linger over the "Telegraph" or "Herald" as your politics dictate. Then a morning saunter through woods and lanes, lunch, the fantastic luxury of an afternoon sleep, tea, an evening with the book of your choice or the radio (your pension will not run to a television), and so to bed.

For forty years, my husband had devoted his

ideas, though they feared for his ultimate disappointment! But, believe it or not, we found a cottage, complete with essential services. And, although it was not the thatched one of our dreams and, though the chimney smoked and the rooms were poky, we settled down in it in sight of the South

A Competition Article

This article was entered for the "L.G.S." contributions competition. Each entry published will be paid for at the normal rates, and entries later judged to be the best, will receive prizes of up to 12 guineas. Details appeared in the April journal.

Downs and began earnestly to enjoy our retirement. Our life of freedom and leisure had begun.

Freedom, perhaps. But ease and leisure? I soon found that they were farther away than before. Early-morning hammerings told that pre-war oddments of wood were being built into a chicken house. Soon twelve "good laying pullets, guaranteed strain" were installed—but they, too, preferred freedom and persistently spent their nights in next-door apple trees rather than in neat rows on their man-made perch.

After a few weeks, I became aware of repeated references to the milk shortage and the difficulty of clearing stubble and undergrowth which was (incidentally) the natural food for goats. Then I knew that his most cherished dream was to be realised. I smiled secretly as one day he artlessly began: "I've seen a couple of goats that a man wants to get rid of..." Well I knew that he had already taken the fatal step and decided on their purchase.

Renewed hammering indicated the erection of another house. Suppressed excitement followed, then, one afternoon, a large car stopped at the gate. From it emerged a man with a small kid under each arm and a clumsy nanny tumbling out behind him. Before I could rub my eyes, out came another man with another goat—and three more kids! My husband had made the deal of his life—seven for the price of two!

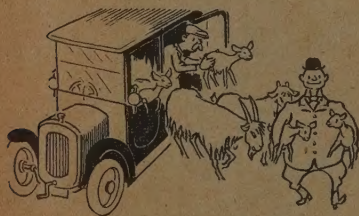
But what a price! It was one thing to learn from the goat book how to manipulate the teats in milking, and quite another to put it into practice on a reluctant animal that straightaway started a sit-down strike and refused to budge. Only by hoisting her rear

end on her owner's shoulder whilst I timorously stooped to operate, could one drop of milk be squeezed from these unwilling udders. For three weeks the strike dragged on until it wore itself out in a victory for the owner.

Then the local government officer (retired) looked round for new worlds to conquer. Books on "bee craft" were left conspicuously on the table. Maeterlinck's "Life of the Bee" was somewhat ostentatiously read and expounded whilst I maintained an unresponsive silence. But, sure enough, in a few weeks' time, three shining white hives appeared and busy bees filled the air, ready to sting all who ventured toward the hen house to hunt, though often vainly, for an egg from the "accredited strain."

Well, this is the end, thought I. Hens, Goats, Bees! There's not much left to want—unless it's a tortoise. But stay! What was that bulging package brought by the morning post and so quickly poked under the clock? Ah, I have it—"Notes on Rearing Your Own Pig." "How to Produce Your Own Bacon," and "How to Form a Pig Club." For this, all that talk about concrete houses and outdoor cooking stoves for mash.

Retirement? Truly, one man is out to enjoy it. Was ever a day more full of toil



energy and thought towards the administration of a county borough with a population of 250,000, but all the while at the back of his mind as he plodded through the years lay the urging thought: "one day all this will end and I shall be free to live in the country and keep a goat."

I had heard it so often as he rushed to pack his case and hunt for his fountain pen that it conveyed little to me. If only I had known then what I know now!

As the day of his retirement drew near, his dreams developed into plans. We started to look for a little place in the country. It must have plenty of land, he said (he tactfully omitted to say "for the goat"); and it must be on the main road in a fair-sized village (he feared that I would not be too amenable to goats and country life). It must be not more than eight miles from the sea and accessible to one or two good shopping towns.

How colleagues laughed at these fantastic



than one spent in retirement near a Sussex Down?

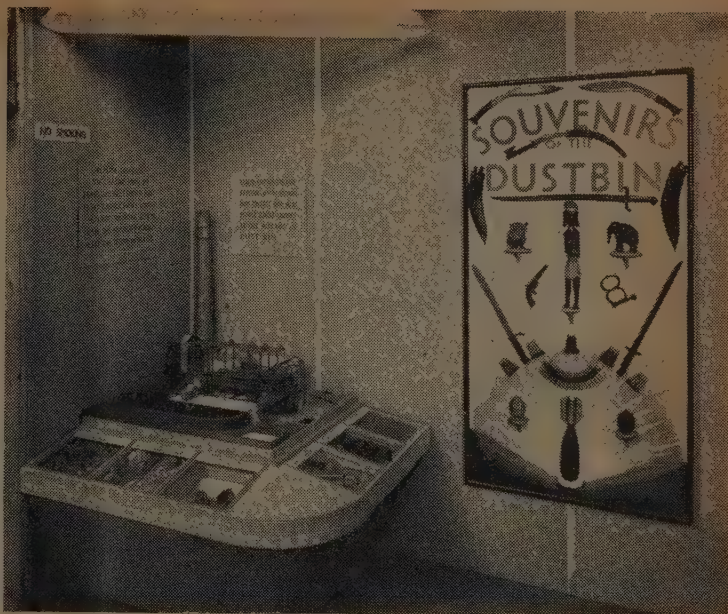
But the pig—is there no escape? I fear not, for a "Pig Club" meeting has been called and, if I am not mistaken, we shall soon be sharing our porker with His Majesty's Government (as by Law and Regulations expressed), and, who knows, with luck we may one day be luxuriating with a breakfast rasher duly brought to perfection with an egg from the accredited strain and flowing milk and honey from goat-house and hive.

WE BUILT AN EXHIBITION

—BY ITS ORGANISER—

Miss ENID F. HAINES

PRESIDENT, EAST HAM BRANCH



An interesting corner of the East Ham civic exhibition showing an ingenious scale model of the corporation refuse disposal plant—made by the officers—with some of the "refuse" found in dustbins.

invested the whole with a distinctive character and atmosphere.

Lighting promised to be one of the biggest headaches. We had set our hearts on strip lighting, but the cost, even of hiring, threatened, at one time, to swallow nearly half the sum set aside for the whole exhibition. Eventually a wonderful offer came from the chairman of one of the council's committees, to lend some hundred strip lighting fittings ordered for use in work under the control of his committee. This meant that only the work of installing and dismantling the fittings would be chargeable. We breathed again!

A Novel Ceiling

The provision of an artificial ceiling was necessary to prevent visitors' attention from straying into the lofty hall in which the exhibition was housed. It had to allow for ventilation, and had to be light in weight, fireproof, blue—and cheap! We finally found a quantity of inexpensive Government-surplus net and had it dyed and fireproofed in the central baths laundry.

Sitting back to take breath occasionally, we realised that, not only was each department progressing with its stand, but that more and more people were beginning to take an interest. Gone was the old feeling "who wants an Exhibition, anyway?" and instead many a conversation started with the more promising: "I've got an idea."

One conversation, beginning in this way, led to the construction of a fine model by the cleansing superintendent, every member of whose staff had a finger in the pie. This model showed the conversion of kitchen waste to pig food taken from trim little houses, with a miniature waste bucket at every door, by tiny lorries to the works, then by farm wagons past ploughed fields to what was surely a pig-breeder's dream farm, swarming with pink pigs, black pigs, white pigs, and fat sows with squirming litters.

At last came the day when construction on the site began. Our large and dignified hall, its

shining floor hidden by protective druggel, became a glorified workshop, littered with all the ingredients of this giant jig-saw puzzle, and peopled by men out for results. Walls went up, section by section, carefully fitted and slotted (no nails or screws) so that most of the material could go back into stock for normal use. Specially made furniture, stands, and racks moved in; paint brushes got busy; decorative paper flew into position; the lights appeared; and a fish pond and fountain grew from the floor. Then the exhibitors arrived and activity intensified.

On the Sunday afternoon, the day before the official opening, we took a final look round and thought "Well, it may not be the perfect thing we wanted, but it's pretty good. The question now is—will people come and look at it?" We had secured publicity by paragraphs in the local press, posters on the hoardings, thousands of handbills, canvas banners on public buildings and in main roads, a back page article in a local paper that went into almost every home in the borough, a mobile loudspeaker, and the floodlighting of the Town Hall. Even so, we couldn't go out and "press-gang" the people in—and if they weren't interested—well, we'd had it!

Crowds Queued in the Rain!

But they came—more than thirty-two thousand of them! From the time of the official opening there was never a slack moment.

They looked; they examined; they asked questions; they made suggestions; they pressed buttons (how they pressed buttons!); they went to the film shows; they drove the road-safety car; they came to the branch's local government quiz and brains trust; and they asked (and answered) still more questions.

Every attraction was given full measure of attention and interest. So keen were they to see this great free show that, one night, crowds waited over an hour in pouring rain to get in.

One visitor, who said she had been seven times, was so impressed that she later wrote offering her services free to help "clean up" after the show.

But even the most exciting things come to an end, and by the final Saturday evening, dead tired, our feet worn to the knees, but glowing with modest pride (every copy of the brochure sold!) we felt that our time and effort had been well spent.

IT caught up on us at last! For three years the idea of a Civic Exhibition had been bandied about, skilfully juggled with, referred back, and relegated (we hoped) to the limbo of forgotten things. Yet somehow, here it was again, dragged out by the Chamber of Trade and Commerce to link up with an industrial exhibition.

The council, with some reluctance, agreed to hold a civic week and exhibition in October—then handed the ball to its officers. Municipal elections prevented a start being made until June 1, when the committee appointed an organiser, decided on layout and general policy, set up sub-committees, co-opted representatives from outside, agreed on a brochure, and, finally, went home feeling that things were moving at last.

With just four and a half months to go, the project seemed a pretty stiff proposition but, rushing in where wiser folk shook their heads, we found that, whilst nobody was really keen about the exhibition, it was generally regarded as a good opportunity of showing our more caustic critics that the folk at the Town Hall did something else besides drink tea and parade the corridors.

Fortunately, on the planning side, we had the services of a real artist to whose impeccable taste we could always refer in matters of colour and design. He was later joined by two others who worked with a passion and delight in the job which was a joy to behold. It is doubtful if these three will ever realise what a tower of strength they were to a harassed organiser with ideas which seemed so fundamentally right but still occasionally needed the support of the men who really knew.

Built by Council Workmen

Our contacts with those members of each department who had been asked to make suggestions for their departmental stands and contributions to the brochure provided much food for thought. Some seemed to have all the right ideas—others, alas, did not. But, happily, no dignities were hurt when we proposed modifications.

Many of the authority's services could be shown only by photographs. So arrangements were made with a firm of press photographers to take them; many hours of a golden summer were spent on this work and many prayers of thankfulness rose to heaven for the continued blessing of clear sunny days!

Construction was undertaken by the Council's own workmen—men who took a pride in their craft—and, once the germ of enthusiasm for a new and different job began to flourish, the word "impossible" ceased to exist. Each new request was seized on, and our ideas took shape in stands and furniture that

STORY OF THE STAFF SIDE'S THREE-YEAR STRUGGLE

ANNUAL LEAVE

AT its meeting on October 19, the employers' side of the local government National Joint Council finally rejected the staff side claim for improvement of the Charter provisions for annual leave, thus concluding, for the time being, negotiations which had been in progress for three years. We can now, for the first time, tell the full story of that long and, so far, abortive attempt to win better holidays for NALGO members.

When the local government Charter was published in 1946, one of its most disappointing features was the scale of annual leave. Certain categories of officers in many parts of the country had enjoyed more generous holidays, and there was no clause to safeguard those existing conditions.

It became known that the terms finally agreed upon had, after eighteen months of negotiation, and during the last few hours of discussion on the Charter, been whittled down from rather more generous terms, in order to reach a general agreement on the whole scheme of conditions of service, and it was therefore hoped that there would be no long delay before some improvement was secured.

The Charter scale, it will be recalled, was as follows:

	Working days
Juniors up to 21	12
General Division officers over 21	15
Officers, other than in General Division, in any grade up to and including A.P.T. V	18
Officers in all grades above A.P.T. V	21
Officers with salaries over £700—at discretion of employing authority.	

In November, 1946, only seven months after the Charter had come into operation, the secretary of the staff side wrote to the secretary of the employers' side, reminding him that, when agreement was reached on the Charter, the staff side had expressed its great disappointment at the "last minute" reduction which had been made, and that it had, whilst accepting the Charter as a whole, informed the employers that it would reserve the right to raise the issue at a later date. The staff side secretary therefore asked that the matter should be placed on the agenda of the next meeting of the Council. It is chastening to recall that, at that stage, the staff side hoped to secure improvements in the holiday scale in time for the leave year beginning on April 1, 1947.

First Scheme Submitted

Its letter came up for consideration by the National Joint Council at its meeting in January, 1947, and was referred to the executive committee for consideration and report. This is the usual and inevitable procedure when any major proposal comes to the Council for the first time. The full Council, consisting of nearly 60 members, is far too big for detailed discussion and so, on most issues, it hears little more than broad statements of principle and general expressions of view. It is at the meetings of the executive committee, consisting of less than half the members of the full Council, that the detailed discussions take place, arguments and counter-arguments are exchanged, the strength of feeling on both sides is made clear, compromises are negotiated, and either the greatest common measure of agreement is crystallised into a set

of recommendations, or, alternatively, disagreement has to be admitted and recorded.

The executive, at its meeting in March, 1947, considered the communication from the staff side and the following proposals for amending the annual leave provisions in the Charter:

	Working days
Juniors up to 21	15
Officers over 21 with salaries not exceeding £300	21
Officers with salaries between £300 and £700	28
Officers with salaries over £700—at discretion of the employing authority, subject to a minimum of 28 working days.	

As in the original scale, these holidays were to be in addition to general and public holidays.

Since this proposed scale was not only more generous than the Charter, but was also better than the scale in the draft of the Charter to which the "last minute" reductions had been made, it is not surprising that the employers' side was not prepared to accept it, and, after a long discussion, consideration of the staff side application was adjourned.

Detailed Case Prepared

Two months later, in May, 1947, the executive committee further considered the staff side proposals. There was again considerable discussion. The employers were not willing to accept the proposed scales, but they did not finally reject them, and a further adjournment was accepted, on the understanding that the staff side would prepare and submit a considered written statement in support of its application.

At that stage, the staff side was compelled to recognise that the employers were obviously not willing to depart from the Charter terms. Although the discussion had again been adjourned and the issue remained undecided, there seemed to be little doubt that an immediate return to the attack would only bring a flat rejection by the employers of the staff side proposals. The presentation of the considered written statement was, therefore, not hastened. The question was reviewed again by the service conditions committee of the National Executive Council: careful comparison was made with civil service standards, and every branch of NALGO was asked to supply detailed information showing whether, and if so to what extent, its members had been prejudicially affected by the leave scale in the Charter.

Finally, a statement was submitted to the employers embodying the results of these inquiries. It summed up the staff case by pointing out that the existing holiday scale was less generous than the scales applied by many local authorities before the Charter was issued, and compared very unfavourably with those applicable to other public officers, for example, civil servants, with the result that there was widespread dissatisfaction. Detailed comparisons were made with the civil service

scales; it was pointed out, for example, that a junior clerical officer in the civil service would get 24 days' leave a year, compared with 12 days' under the local government Charter, and 15 days under the staff side proposals, and that a junior in the executive class of the civil service got 36 days. In short, the improved scale claimed for local government officers was well below the civil service standard while the Charter scale was, in comparison, ridiculously low.

In conclusion, the statement pointed out that holidays were not just a concession to employees, but were desirable in the interests of health and efficiency. The widespread reduction in holidays had been a hardship to officers, with no advantage to their employing authorities. The belief was expressed that there had been no desire by any members of the National Joint Council to reduce holiday standards and that, if the effect of the eleventh-hour reduction made at the instance of the employers' side had been realised, it would not have been pressed. The staff side accordingly expressed the hope that the employers would agree to the modest improvement asked for.

Issue of Local Holidays

When the executive committee reconsidered the staff side proposals in the light of this statement, it became clear that, in addition to their general reluctance to grant improvements on the Charter terms, the employers had one special factor in mind. They were aware that many authorities, mainly though not entirely in the Midlands and North, granted their staffs extra days of leave in addition to the Charter holidays, often in consideration of such local holidays as "wakes" weeks. These local extra holidays, where they existed, often amounted to six or seven days, and, very occasionally, to as many as 12 or 14 days in a year. The employers made it clear that, if they were to consider a revised holiday scheme, they would do so only if it were to be all-inclusive and that all local extra holidays outside the national scheme would cease. After a long discussion, the staff side withdrew its proposals for reconsideration in the light of this new development.

Revised Scheme Tabled

It was decided, after a further review of the position in the country as a whole, to submit revised proposals based more nearly on civil service standards and, in October, 1948, a further statement was submitted to the employers' side with the following proposals:

	Working days
Juniors up to 21	18
Officers over 21 in the General Division and Miscellaneous I	24
Officers in Miscellaneous II: Clerical and Higher Clerical: A.P.T. I—III	30
Officers in A.P.T. IV—VIII	36
Officers with salaries over £760—at the discretion of the employing authority, subject to a minimum of 36 working days.	

These holidays to be in addition to nine days in respect of general and public holidays.

The statement reiterated the arguments set out in the earlier statement of the staff side.

These proposals came before the executive committee of the National Joint Council in December, 1948, but, after some discussion, consideration was again deferred to allow the employers to consult the full employers' side. At the next meeting in February, 1949, the employers stated emphatically that they were not prepared to concede any such increase in holidays as had been proposed by the staff side. Once again, the staff representatives

were compelled to accept a further adjournment as the only alternative to complete rejection of their claims.

By this time it was only too clear that the employers' representatives were not prepared to make any major concessions, and were satisfied that, in taking this attitude, they had the full backing of the local authorities throughout the country. The most that could be hoped for was a very modest improvement. Therefore, the staff side submitted drastically curtailed proposals to the executive committee at its meeting on September 24, last. These asked for:

Officers under 21—12 working days, plus one day for each year of service, up to a maximum of 18 working days.

Officers over 21 in grades up to A.P.T. III—18 days, plus one day for each year of service, up to 21 days.

Officers in A.P.T. IV to A.P.T. VIII—21 days, plus one day for each year of service, up to 24 days.

Officers in A.P.T. IX and X—24 days.

In addition, nine days in respect of general and public holidays. Saturday to count as half a day.

The staff side recognised that, if the long-drawn-out negotiations were to achieve any positive result, a final decision must be reached without further delay and every possible effort was made to secure at least some concession. After hearing all the arguments, the employers withdrew for discussion among themselves. On returning, they said that they were not prepared to accede to the staff's application. The staff side, in a final effort to get at least some concession, urged the need for some improvement for staff in the general division, and therefore moved that the leave entitlement of general division officers over 21 be increased from 15 to 18 days. The employers voted against even this proposal, and it was therefore not carried.

Raised in Full Council

When the full National Joint Council met on October 19 and received the minutes of the executive committee, the staff side took the unusual course of raising the issue again in full Council. It felt strongly that its claim for some improvement on the Charter was justified and that, although the present was not a good time to secure an all-round increase in annual leave, the long negotiations should not be ended, for the time being, without one more effort.

The staff side, once again, therefore, moved that the leave of general division officers over 21 should be increased from 15 to 18 days. In urging the employers to agree to this small increase, the staff side speakers pointed out that it would apply only to a limited number of officers; that, for many, it would merely mean a restoration of the three days lost when the Charter was adopted; that many of those who would benefit had previous service extending over many years; and that the concession would not, in practice, impose any burden on the local authorities, since any additional work and inconvenience caused by the extra three days' leave a year would be borne by the officers' colleagues and would certainly not be offset by increases in staff establishments. Finally, it was pointed out that the national economic situation might well result in the imposition of further burdens on local government officers in common with other wage and salary earners, and that the granting of this modest claim, which would impose no cost on the local authorities, would be a valuable gesture of good will.

The employers, however, replied that they did not regard the Charter terms as unreasonable (in fact, they were more generous than the paid holidays granted to most workers); the proposal affected a considerable number of officers; the grant of three extra day's

leave to such a large section would involve the loss of many thousands of man-hours; and they could not agree that this loss would not involve increasing staff establishments. It was clear that the employers considered that a refusal of all increases was the only course which would be approved by the local authorities they represented.

We must, therefore, regretfully report that, for the time being, negotiations lasting for three years have yielded no success. This necessarily brief account does no more than outline the main stages of the discussions. Every set of proposals, every statement, every variation of tactics, as in all negotiations through the National Joint Council, was considered from every aspect at meetings of the service conditions committee of the N.E.C. and of its service conditions sub-committee, and sometimes by the N.E.C. itself, and both policy and tactics were given anxious

consideration by the staff side of the N.J.C. before any new move was made.

It should also be emphasised that at no time did the negotiations on annual leave delay, prejudice, or distract attention from the negotiations on scores of other issues, some large and some small, which were, at the same time, being conducted through the National Joint Council machinery. Nor, because the annual leave negotiations have, for the present, brought only disappointment, should we draw any general and depressing conclusions about the efficacy of the Whitley machinery from NALGO's point of view. Negotiations on other issues have not always been so unsuccessful and, during the last three years, many amendments have been made to the Charter, bringing benefit to the officers, even though the benefits have often been smaller than the Association felt it could reasonably expect.

Call to NALGO Women: Must Train if They are to Win Equality

By Miss E. I. N. BRADSHAW, S.W. District Committee

"EQUALITY of opportunity is the most vital of all the equalities for women. Without it there can be no true equality. With it the other equalities follow naturally."

Dame CAROLINE HASLETT, C.B.E., the only woman member of the employers' side of the National Joint Council for the electricity service, made this statement in an address to more than two hundred representatives of NALGO branches in Lancashire, Westmorland, Cheshire and North Wales, attending the fourth annual women's conference organised by the north-western district women's sub-committee at Blackpool on October 22. Miss MARJORIE TOWNSON, N.E.C., was in the chair.

Calling on the women of NALGO to use every opportunity open to them to gain the same training as men, Dame Caroline warned that it was useless to seek equal pay unless they could do the job as well as men. Therefore, women must take advantage of all the vocational training facilities open to them.

"In the electricity world," she continued, "sex prejudice has ceased to exist. The door is open at all levels on equal terms and training for both men and women. Women should avail themselves of these new conditions, and train themselves to accept positions of responsibility, not only in their work but in their trade union life. But there can be no achievement without hard work."

Paying tribute to the work of NALGO representatives on the staff side of the electricity N.J.C., Dame Caroline expressed disappointment that no woman had yet appeared on that side of the table. Trained women could make a valuable contribution to the important and intricate work of negotiation—but she warned delegates that they must elect men and women with the requisite background and technique if the best results were to be obtained. The new consultative committees gave women wide opportunities of useful work in health, welfare, and education.

"We shall never attain equal status until we bring more women with us," Dame Caroline concluded. "The country needs all our help, and cannot afford not to use it. Our responsibility is great."

Miss F. E. POLE, N. E. C., speaking on "Women in NALGO," pointed out that, although more than a quarter of NALGO's members were women, they did not play a proportionate part in the Association's activities. This was due in part to the fact that the majority of women members

were in the lower ranks of the service—"and it is difficult to develop enthusiasm for trade union work if you know that, because you are a woman, you have not much chance of getting out of the general division"—and in part to the fact that many women had domestic duties and responsibilities.

"But," Miss Pole continued, "I think there is a more fundamental reason for this lack of interest. The whole tradition of women's place in the wider sphere of public life is only slowly being broken down. We pride ourselves on our emancipation, but in our heart of hearts we know there is a feeling that men have been doing this kind of work for so long, not only in NALGO but in our national institutions, that they have acquired a skill and a technique which has become almost second nature to them."

NALGO had grown complicated in the last few years, but its work was fascinating, and vital to women. Yet there was not one woman on the local government National Joint Council, and only one woman attended the recent national school of branch management.

"I should like to see at least two women on each provincial council and on joint councils at all levels. Therefore, I say to you, get your women's committees to consider ways of stimulating the interest of women; to convince women members that they should support women nominated for various offices, and take on responsibilities, however small, in branch life."

Describing the development of the equal pay campaign, Miss Pole urged more action by branches. They should co-operate with local organisations, raise equal pay at political meetings, and see that it was dealt with in the provincial councils.

The discussion which followed revealed a keenness among the delegates which augured well for the future.

J. S. UNDERWOOD, N.E.C., honorary treasurer of the north-western district committee, said that there was room for more women on both the district committee and the National Executive Council. A further statement by Mr. Underwood that such conferences of women members were of great value to the Association was widely supported, delegates agreeing that there was a need for periodic meetings at which women could discuss their problems and ideas.

GAS SERVICE NOTES

By L. A. GARRATT

Compensation Regulations Before Parliament: Preservation of Pension Rights

THE draft Gas (Staff Compensation) Regulations upon which, as I mentioned last month, the Minister of Fuel and Power recently received a deputation from NALGO, have now been submitted to both Houses of Parliament for approval.

They provide for the payment of compensation to:

- Employees of gas undertakings acquired by the area boards;
- Employees of the recognised gas and coke associations;
- Inspectors or assistant inspectors of gas meters; and
- Gas examiners

who suffer loss of employment or diminution of emoluments or pension rights as a result of nationalisation, provided such loss or diminution occurs within ten years of the vesting date.

Redundant staff entitled to compensation under the regulations are those who had been continuously employed for at least eight years immediately before vesting day and after attaining the age of 18. Such employment may have been with one or more undertakings or whole-time for the purpose of administering undertakings or parts of undertakings, but entitlement to compensation will be limited to persons who were required to devote to their employment a weekly average of 30 hours or more.

There are three stages of compensation—immediate, substantive, and residual.

Immediate compensation is payable for a maximum period of three months from the date of loss at the rate of two-thirds of the amount lost after deducting superannuation contributions and unemployment benefit. During that time, the compensating authority will calculate the actual (that is, substantive) compensation payable on the claim. The immediate compensation ceases when the substantive compensation is assessed, and the substantive compensation is payable until the officer reaches what would have been the normal retiring age in the employment lost. This compensation is one-sixtieth of the emoluments lost for each year of service with a further one-sixtieth for each year of service after the officer attains the age of 45. The maximum is two-thirds of the emoluments lost.

Residual compensation is the amount payable from the date when the officer reaches normal retiring age, and is equivalent to the amount of pension which had accrued to the date he lost his employment.

Where the employment before vesting date was not pensionable but the appropriate authority is satisfied that there was reasonable prospect of the person being retained in employment for a substantial period after reaching retiring age, residual compensation equal to half the substantive compensation may be paid for life.

A further regulation provides that the compensation payable to an officer who had no reasonable prospects of obtaining compensation in the event of an amalgamation of his former undertaking before vesting date shall be paid for a period of 13 weeks only, plus an additional week for each completed year of service after attaining the age of 45 years, with a maximum of 26 weeks. This would affect the majority of the staffs in the industry. The effect is that the maximum period during which such an officer will receive compensation is 26 weeks; he does not receive substantive compensation until reaching retiring age. This provision has been the subject of strong objection by NALGO.

In the case of employees of undertakings acquired on vesting date by the area boards, compensation will be assessed by the area board as the appropriate authority. Any claimant who is dissatisfied with the award will have the right of appeal to a tribunal consisting of a board of referees appointed by the Minister of Labour and National Service.

The amount of compensation for loss of

employment may be reviewed at six-monthly intervals at any time within two years of assessment or appeal tribunal decision, and the officer may request that such a review be made.

Pension Rights Regulations

DRIFT pension rights regulations have been made which are similar to the Electricity (Pension Rights) Regulations 1948, that is, transferred officers either remain subject to their previous pension schemes, or else get corresponding rights from the area boards. The officers who remain subject to their previous schemes are those who were subject to transferred schemes or to divided schemes of which at least 25 members were transferred under the Act.

Conciliation Panel

A MEMBER of NALGO, employed in the area of the Eastern Gas Board, recently appeared successfully to the National Conciliation Panel against the grading of his salary by his former company employers. The company, and subsequently the Gas Board, had refused his appeal, but NALGO took up the case, with the result that he was upgraded from the date of his original appeal. This is another example of the way in which NALGO protects the interests of its members.

TRANSPORT SERVICE NOTES

By J. LANCASTER

Inspectors' Association Will Co-operate—Not Compete—With Parent Unions

SPEAKING at Coventry on November 8, Alderman V. A. Hammond, mayor of the city and an assistant traffic commissioner, said that transport inspectors should have officer status, and be paid accordingly.

The occasion was the fifth quarterly conference of the National Passenger Transport Inspectors' Association, held in the Council House, Coventry—a happy choice of venue, for its transport inspectors enjoy better pay and service conditions than the majority of their colleagues employed elsewhere.

As the accompanying picture shows, the conference was a cheerful gathering. For its success, thanks are due to the Coventry branch of NALGO—and especially to W. BELL and R. MULLETT, who organised it.

I was glad to address the conference and answer questions, and was impressed by the desire of the delegates to assist the unions representing them on the National Joint Council. And I therefore welcome this opportunity to refute the many rumours recently circulated against the N.P.T.I.A. Chief among these have been:

- (a) that it is sponsored by NALGO;
- (b) that it is a breakaway organisation from the T. & G.W.U. and NALGO—the two principal unions representing transport inspectors.

In fact, membership of the N.P.T.I.A. is not dependent upon membership of any other union: any passenger transport inspector is eligible to join. Furthermore, the subscription is a nominal one only—one shilling a year—which does not, of course, provide sufficient funds to employ a paid organising staff or to contribute to the expenses of the joint negotiating machinery. It cannot, therefore, be regarded as a breakaway union.

Here are its aims as set out in its constitution (the italics are mine):

To organise the whole of the inspectorate grades employed in road passenger transport;

To co-ordinate our national claims on the industry with the object of assisting our parent unions.

To do all such things as may, from time to time, be necessary or advisable to promote, safeguard, maintain, or improve the interests and status of passenger transport inspectors;

To consider all agreements affecting passenger transport inspectors, with the object of assisting those responsible for our national representation.

To diffuse information on any and all matters affecting passenger transport and passenger transport inspectors, in such ways as may be thought desirable.

To do all such other lawful things as are incidental or conducive to the attainment of the above objects or any of them.

The term parent union shall be confined to those unions representative of passenger transport inspectors on the national joint council.

Formed in Liverpool in December, 1947, by representatives of the inspectorate staffs of Leeds, Wallasey, Huddersfield, Rochdale, Salford, West Bromwich, Chesterfield, Manchester, and Liverpool, the Association now has the following undertakings in membership: Barton Transport, Birmingham, Blackburn, Bolton, Bradford, Bury, Chesterfield, Coventry, Derby, Grimsby, Halifax, Huddersfield, Hull, Lancashire United, Leeds, Liverpool, Manchester, Nottingham and West Bridgford, Rochdale, Rotherham, Sheffield, Wallasey, Walsall, West Bromwich, and Wolverhampton. The officers of the Association are: honorary secretary—T. H. CARTER, Liverpool; honorary treasurer—S. JAY, Rochdale.



COVENTRY HOSPITALITY—Guests and delegates to the conference of the N.P.T.I.A. at the reception in the Mayor's Parlour. Left to right: T. H. Carter, Secretary; W. Bell, Coventry; F. Gaffney, Liverpool; H. Maden, Manchester; R. Mullett, Coventry; the Lady Mayoress; R. A. Feanley, general manager, Coventry transport; Alderman V. A. Hammond, Mayor of Coventry; J. Lancaster, NALGO transport staffs organiser; and E. Stanton, Coventry.

HEALTH SERVICE NOTES

by G. W. PHILLIPS

Staff Problems Reviewed at First Meeting of National Consultative Committee

SALARIES, grading, representation, qualifications, and relations between NALGO and the Institute of Hospital Administrators, were among many topics discussed at the first meeting of the National Consultative Committee for Health Staffs, held at NALGO Headquarters on November 19.

L. BEVAN, chairman of NALGO's service conditions and organisation committee was unanimously elected chairman and F. JOHNSON, North Eastern district, vice-chairman. Matters considered by the committee in the course of a long agenda included:

Grading

A resolution from Romford hospitals branch expressed concern at the lack of progress in dealing with the grading and conditions of service of assistant secretaries and other designated officers and of the A.P.T. grades. Before considering this, the Committee discussed whether branches should refer matters to it direct without their having first been dealt with by the district consultative committee. It was agreed that it would facilitate the committee's work if branches would approach the district consultative committee first and then consider, in the light of what happened at district level, whether to raise the matter at national level. There was no question, however, of the right of a branch to raise a matter directly with the national committee.

On the point raised by Romford, it was stated that negotiations in respect of designated officers were still proceeding. The staff side considered the offer of the management side unacceptable and future policy would have to be determined in the light of present conditions. Staff proposals for the A.P.T. grades would have to await better times before they could be considered.

The importance was emphasised of branches making full use of the interim appeals machinery in correcting wrong grading. Whilst it might not be possible to secure a general improvement in salary scales, proper grading could be valuable, and branches were urged to refer suitable cases to the district officers.

Subsistence Allowances

Bristol hospitals branch called for action to increase the scale of subsistence allowances to the level of those paid in the local government service, and a provision which would entitle a junior officer, travelling with a senior and therefore permitted to claim first-class rail fare, to charge also the same subsistence allowance as his senior.

Since subsistence allowances are being considered by the General Council, the committee agreed to leave this request to the Association's representatives on that Council.

Representation of Staffs.

A resolution of the Metropolitan Regional Hospital Board branch expressed dissatisfaction with the present organisation of health service members, complaining, in particular, that most of the Association's representatives on the staff sides of the functional councils were officers; that the staff side failed to consult or obtain a mandate from the members before submitting proposals; that the membership was inadequately represented on the consultative committee; and that the N.E.C. had recently appointed one of its own members to a functional council without consulting the membership.

The view was generally expressed that the

development of consultative machinery, on both district and national level, would remove the grounds for these complaints. It was emphasised that the sooner health service members formed themselves into separate branches, the sooner would it be possible to produce an effective organisation.

Powers of Regional Boards

The conference of health staffs last May had sought the opinion of NALGO's legal officer on the power of a regional hospital board to review a decision of a hospital management committee affecting a member of its staff. The legal officer considered that a board might have such power, although the point had not been settled in the courts. In view of this opinion the committee decided to wait until a suitable case arose, when action would be taken to have the position clarified.

Hospital Administrators

It was reported that at informal conversations, representatives of NALGO and of the I.H.A. had discussed qualifications for

ELECTRICITY NOTES

Employers' Proposals for Final Agreement Still Awaited: Staff Committee's Role

AT the November meeting of the Electricity National Joint Council, intense disappointment was expressed by the staff side at the board's failure to submit observations and proposals for the final agreement. As a consequence, the meeting of the negotiating committee called for December 1, which was expected to begin discussions on the proposals, will be unable to do so.

The trade unions realise the immensity of the board's task and appreciate the need to ensure that all necessary information is available. They are determined, however, that the agreement shall be completed before April 1 next.

Fortunately, the board's members of the N.J.C. showed an equal desire to get on with the job and, whilst they were unable to state a definite date by which their inquiries would be completed, they gave firm assurances that no time would be lost either in submitting their report, or in arranging a further meeting of the negotiating committee.

Scope of Staff Committees

Avoidable differences have arisen in several areas as a result of the reluctance of some electricity boards to make full use of staff committees for consultation before making alterations relating to service conditions. One such difference in the Eastern area recently became so acute that the district council asked the N.J.C. to give a ruling on it.

Unfortunately, it is not easy to define precisely what questions should be referred to staff committees. In fact, their functions were deliberately drawn widely—though they exclude the negotiations of terms and conditions of employment—since it was felt that, if they were specified too closely, it might later be argued that no other matters could be discussed. As it is, despite the mention of a few particular subjects in Clause 3 of the Constitution, given as a guide, the broad functions are:

"To secure the greatest possible measure of joint action, to ensure that terms and conditions of employment . . . are observed" and

clerical and administrative staffs and the relations between the Institute and the Association. There was general agreement on the course to be pursued by the two bodies on the Administrative and Clerical Council, and the report emphasised the satisfactory relations between them. The report was accepted, with minor modifications.

Discipline Appeals

South Warwickshire hospital group branch urged the inclusion in national health service conditions of a clause on discipline similar to that in the local government Charter. This proposal was referred to the NALGO representatives on the Whitley Councils.

Examination Grants

Three resolutions from the East Midlands Consultative Committee were dealt with as follows:

Calling for the payment of examination and study grants, retrospective to July 5—referred to the NALGO representatives on the administrative and clerical council.

Seeking more than plain time rates for the first hours of overtime—rejected.

Recommending acceleration within the general division scale between the ages of 20 and 24 and provision for the maximum to be reached at age 30—referred to representatives on the administrative and clerical council.

By L. G. MOSER

"To deal with matters arising out of the application . . . of terms and conditions of employment."

These clearly indicate that staff committees should be consulted wherever possible and particularly where difficulty might be expected in the "application of terms and conditions." For example, when the N.J.C. agreed that a 38-hour week should apply, there would clearly have been difficulties had a board decided, without consultation, just what hours should be worked each day; similarly, if boards themselves allocated the nine days' leave for statutory and other public holidays, they could have expected—and would have deserved—trouble. In other words, staff committees should not be used merely to deal with grievances after they have arisen, but should be used to prevent them arising.

It is hoped that, as a result of the discussion in the N.J.C. and the minute which will shortly be published, electricity boards will avail themselves fully of the local part of the negotiating machine—which was provided as much in their interest as in ours.

Managerial Grades' Council

Agreement has not yet been reached regarding the setting up of negotiating machinery for managerial grades. The British Electricity Authority has, however, submitted revised proposals which appear to be acceptable to NALGO. It is hoped, therefore, that this difficult question will soon be settled. NALGO's policy would be to appoint as its representative members of the grades covered by the machinery, and the appropriate officers.

B.E.A. Superannuation Scheme

The B.E.A. booklet (familarly referred to as the "Child's Guide") outlining the main features of the superannuation scheme is now arriving in small quantities from the printers. Copies are being sent to area boards and divisions for distribution and, although some will be received sooner than others, eventually, every eligible member will get one. Meetings will then be arranged by the B.E.A. and everyone will have the opportunity of finding out where he stands.

N.J.C. APPROVES MATERNITY LEAVE WITH PAY

Plea for Longer Holidays is Rejected | Operative Date for Grades IX and X | Meal Payments Apply to Work at Weekends | New Grading on Qualifications Explained

NEW provisions for maternity leave and the staff side's application for longer annual holidays were the two major matters before the National Joint Council for local government staffs on October 19. The first it approved, and details appear below: the second it rejected, and a full history of the long negotiations is given in an article on page 548.

The new maternity leave scheme replaces paragraph 14 of the Charter, which simply provided that "women officers after twelve months' continuous service shall, in the event of confinement, be allowed special leave without pay," and represents a substantial improvement. It provides that:

1 Married women officers shall be granted maternity leave on the following conditions: An officer must have at least twelve months' continuous service at the date of application for maternity leave.

An officer shall be allowed 13 weeks' leave of absence with pay subject to the provisions which follow. Leave without pay in excess of this period may be allowed at the discretion of the employing authority.

Notification of the expected confinement shall be made by the officer to the officer prescribed by the employing authority for this purpose as soon as is practicable and, in any event, not less than three months before the expected week of confinement.

The officer shall absent herself from duty at least six weeks before the expected week of confinement and shall remain absent for the period of thirteen weeks or, if the child does not live, until one month after the confinement. She shall not, in any event, return to duty before she is certified medically fit to do so.

The officer shall be entitled to pay as follows:
First 4 weeks—full pay less maternity allowance;
Next 9 weeks—half pay without deduction of maternity allowance, provided total does not exceed the full pay.

Payments by the employing authority during the period of maternity leave shall be made on the understanding that the officer will return to duty and, in the event of her not so doing, she shall refund the monies so paid, or such part thereof, if any, as the authority, in its discretion, may decide.

Maternity leave will not be treated as sick leave and will not, therefore, be taken into account for the calculation of the period of sick leave entitlement in accordance with paragraph 16 (2) (a), subject, however, to the right of an employing authority to take into account for the purposes of the said paragraph any period of maternity leave granted in excess of the thirteen weeks.

Absence on account of illness due or attributable to the pregnancy which occurs outside the period of thirteen weeks shall be treated as absence on sick leave; provided it is covered by a medical certificate, and shall be subject to the provisions of paragraph 16. Such absence not covered by a medical certificate shall be treated as leave without pay.

2 These provisions do not apply to unmarried officers except in so far as an employing authority may in its discretion choose to apply them, according to the circumstances of each case.

Some disappointment has been expressed at the different treatment of married and single women. Every effort was made by the staff side to obtain equality of treatment, but there was insufficient support from the employers' side to secure more than is provided under (2) above.

Grades IX and X

Other matters dealt with and decisions reached by the council included:

It was the council's intention, when it

approved the addition of grades IX and X to the A.P.T. division last April, that the new scales should be applied to appropriate posts as early as possible. In response to requests from local authorities for an operative date, however, it has reaffirmed this intention and indicated April 1, 1950, as the final date by which the scales shall be applied.

Subsistence Payments

The council made it clear that the provisions of paragraph 19 (b) of the Charter for payment of meal allowances to officers working after normal hours but earning salaries beyond the limit for payment of overtime, should apply to such work on Saturdays and Sundays, provided that actual expenditure is incurred. Moreover, the recent rule prohibiting payment of both tea and dinner allowances for the same evening's work does not apply to weekend work: if an officer works until after 8.30 p.m. on a Saturday or Sunday and actually incurs expenditure on both meals, he is entitled to claim both allowances.

Notifying Vacancies

The council ruled that, in general, a vacancy arising in an authority's establishment should be notified to the staff of each department. In certain circumstances, of course, no useful purpose would be served by notifying all the staff. For example, a vacancy might arise for an assistant solicitor in an authority where it was known that no appropriately qualified officer was employed.

Annual Leave

Approval was given to an amendment of the annual leave provisions of the Charter consequent upon the raising of the salary "ceiling" from £760 to £1,000. In paragraph 11 of the Charter the words "Officers in all grades above A.P.T. V—21 working days" are replaced by the words: "Officers in Grades A.P.T. V (a) to A.P.T. VIII inclusive—21 working days," and the words "Officers with salaries over £760 per annum, at discretion of the employing authority" by the words: "Officers in grades IX and X at the discretion of the employing authority."

Specialist Gradings

To remove doubts which have arisen over the interpretation of the council's recommendations for the grading of engineering, surveying, and architectural assistants—reported in the September "L.G.S."—the following letter, signed by the joint secretaries of the council, was circulated to employers' secretaries of provincial councils on October 24.

Consideration has been given to certain questions arising from the recent publication of the National Council's decisions regarding the grading of engineering, surveying and architectural assistants, and the issue by the employers' secretary of circular No. N.O.63.

The National Council desires to remind employing authorities that it has been committed for some years now to the principle of uniform grading for comparable professional and technical posts. In the case of the staffs employed in these posts, the standard qualification is a factor which has to be considered in addition to the duties and responsibilities. Most authorities—and this is clearly shown in the current advertisements—in advertising vacancies on their establishments, specify the appropriate qualification and experience that candidates are required to have. It is on all these factors that remuneration is fixed. One of the objects of securing uniform grading is to avoid unnecessary competition for professional staffs in the present restricted market. It follows, therefore, that any national decision on grading must,

amongst other things, relate a standard value to posts requiring any specific qualification.

What the National Council has done, therefore, is to set a value on the employment of, say, an engineering assistant, at certain stages of qualification, on the assumption that at those stages the officer is holding a post the work of which is commensurate with that qualification and experience. The latter assumption is, in the experience of the National Council, well founded. Local authorities are all experiencing a shortage of qualified staffs. There is, moreover, a considerable movement of such staffs as between authorities, and this includes officers at various stages of qualification. In these circumstances it is to be expected that the average officer, on reaching a certain stage of qualification or on becoming fully qualified, will be given appropriate work and responsibility by his authority, and will be entitled to the appropriate salary.

It may be, on the other hand, that an establishment—and it is for the employing authority to fix its establishment in accordance with paragraph 26 of the Scheme of Conditions of Service—is full, particularly in the case of a small authority or in a larger authority which is either close to training centres or is organising its own training scheme. In these latter circumstances, the officer, if unable to be accommodated on the authority's establishment within a reasonable time, may be bound to look elsewhere for suitable employment.

These considerations were in mind in the circular letter of the employers' secretary and, as therein stated, the National Council does not regard its decisions as departing from the principle of grading posts and trusts that this explanation will assist local authorities and their staffs in the matter of the application of its decisions. In cases of difficulty, however, the joint secretaries will be pleased to advise employing authorities.

Other Gradings

The grading sub-committee has interviewed representatives of youth employment officers, finance department staffs, and library staffs, and considered memoranda on the grading of these classes and that of mental health workers (including supervisors of occupational centres) submitted by their representatives and the joint secretaries of the council. The joint secretaries are now conferring with the representatives on details and will report to the next meeting of the sub-committee.

Consideration of memoranda submitted by the associate section of the Society of Town Clerks on remuneration of deputy chief officers, and from the National Association of Home Help Organisers on the salaries of its members, was adjourned.

Recruiting Agency

A letter from Holborn metropolitan borough council, referred to the N.J.C. by the Metropolitan Boroughs' Standing Joint Committees, suggesting the establishment of a central organisation through which potential entrants to the service might secure appointments, was referred to the London District Council for examination and report. Supporting its suggestion, Holborn pointed out that such an organisation would probably mean considerable saving on advertising costs, and thus be a convenience to both local authorities and would-be officers.

Institution Officers

A technical sub-committee of five is considering, for early report to the grading sub-committee, proposals on the remuneration and conditions of service of chief resident officers of residential establishments provided by county and county borough councils under the National Assistance Act, 1948, and of superintendents and matrons of children's homes.

These Superannuation Decisions May Affect YOU

THE Minister of Health has resumed the pre-war practice of issuing summaries of his decisions of superannuation problems submitted to him. Believing that these will be of value to members in the local government and National Health Services, some of whom may find in them parallels to their own cases, we publish a selection below. The details are set out in light type, the Minister's decisions in bold.

Reckonability of Fees

A TOWN clerk appealed against the decision of his authority that certain fees and honoraria received by him as registrar of local and charges, food executive officer, and national registration officer, did not form part of his remuneration for superannuation purposes.

As the terms of his appointment as town clerk require him also to hold the office of registrar of local land charges and he is not required by those terms to hand the fees over to the council, they form part of his "remuneration," since he holds the office by virtue of his clerkship. There is no such requirement in the case of the food executive officer and national registration officer appointments; therefore those fees are not reckonable as remuneration, since those offices are not held by virtue of the clerkship.

Examination Grant

A CONTRIBUTORY employee appealed against the decision of a local authority that superannuation contributions were payable in respect of an examination grant of £30 paid under paragraph 29 of the Charter.

The payment is not made to the employee *such* and does not form part of his remuneration for superannuation purposes.

Additional Part-time Employment

A WHOLE-TIME clerk to a local authority was permitted by his council to take on a separate part-time appointment under the county council as clerk to a divisional health sub-committee, on condition that he paid over to his council the remuneration from the subsidiary post. He appealed against a decision that he was a contributory employee of the county council in respect of the part-time employment.

The fact that the officer was required to surrender the remuneration of any other office as a bearing on the new relationship established between himself and the new employer as he is, by their knowledge, in respect of any moneys received from them, a quasi-trustee for the other authority, and he therefore receives no remuneration within the meaning of Section 10 (1) of the Act from that county council and is not a contributory employee in respect of that appointment.

Rate of Contribution

A TRANSFERRED poor law employee contributing under the Act at the rate of 6 per cent, obtained in 1944 the additional appointment of registrar of births, deaths, and marriages. He appealed against a decision of the local authority that his rate of contribution as registrar was 6 per cent.

Since the officer is a transferred poor law officer, the provisions of paragraphs 4 and 5 of Part I of the Second Schedule to the Act apply to him in respect of all offices so long as he continues to be a contributory employee without a qualifying break of service, and his rate of contribution as registrar is 2½ per cent.

Refund of Contributions

A CONTRIBUTORY employee held part-time appointments under two authorities (both appointments constituting whole time employment) and contributed to one fund. He ceased to hold one appointment consequent upon the operation of the National Health Service Act, 1946, but his salary in respect of the other appointment was correspondingly increased. He appealed against the decision of the administering authority that he was not entitled to the return of the superannuation contributions made in respect of the office lost. The officer did not cease to hold an appointment in circumstances requiring the payment of



a transfer value. Therefore, the provisions of section 10 (6) of the Act were not applicable and he was entitled to a return of the contributions paid in respect of the office lost.

Temporary Officers

A N employee of a local Act authority appealed against its decision that he was precluded from becoming a local Act contributor by virtue of section 30 (1) of the Local Government Superannuation Act, 1937. In 1941, the authority passed a general resolution that all temporary employees were to be informed that their engagement would, in the first instance, be for a period not exceeding two years unless they had previously been superannuable. He had previously been employed by the authority in a service established under the Civil Defence Acts and was so employed when he joined the Forces. He re-entered its service consequent upon a direction given by a Reinstatement Committee under the Reinstatement in Civil Employment Act, 1944, but the authority omitted to comply with its standing instructions and he was not informed at the time that his appointment would be for a limited period.

The council's general resolution merely constituted a general instruction as to the terms and conditions of employment of temporary staff, and, since the employee was not informed at the time of appointment that his engagement would be for a limited period, section 30 (1) had no application and he became a local Act contributor as from the date of appointment.

A N employee was engaged in a temporary capacity as a clerk of works on a housing scheme which, under the terms of the contract,

would have been completed in less than two years from the date of his appointment. This fact was regarded as making Section 30 (1) of the Act applicable to him.

Since the terms of appointment did not specifically limit the appointment to a period not exceeding two years, Section 30 (1) is not applicable.

War Service

A CONTRIBUTORY employee appealed against the exclusion of his period of war service for superannuation purposes. Immediately before being called up he was employed by a local authority but was not subject to the Act. On the termination of his war service, he entered the service of another local authority with which he remained until he obtained his present employment.

The officer ceased to serve the first authority in a superannuable capacity in order to undertake war service within the meaning of Section 3 (1) of the Local Government Staffs (War Service) Act, 1939, and, in accordance with the provisions of that sub-section, his war service is reckonable in relation to his present employment in the same way as the service which immediately preceded it, i.e. as a period of non-contributing service.

Eligibility as "Officer"

THREE employees who were employed respectively as senior installation inspector, meter engineer, and appliances and maintenance assistant in the electricity department of a local authority, appealed against the decision of the authority that they were servants for the purposes of the Act. Their duties were not wholly or mainly professional, technical, or clerical, but they were in receipt of more than £250 per annum and were not employed by way of manual labour: therefore Part (b) of the definition of "officer" in Section 40 (1) as modified by Part IV of the Eleventh Schedule to the National Insurance Act, 1946, was applicable.

They are "officers."

Definition of "Nurse"

A MATRON of a day nursery and a nursery assistant appealed against the decision of a local authority that they were not female nurses for the purposes of Section 16 of the Act, or Part III of the National Health Service (Superannuation) Regulations 1947 and 1948.

Since their duties do not consist mainly of the nursing of sick cases or the supervision of the nursing of sick cases, they cannot be regarded as female nurses for the purposes of the Act or Regulations.

Definition of "Nursing Staff"

A COUNTY nursing superintendent and an assistant county nursing superintendent appealed against a decision that they were not members of the local health authority's nursing staff. They were concerned solely with the authority's nursing service and the supervision of the nursing staff.

They are members of the authority's nursing staff for the purposes of Part III of the National Health Service (Superannuation) Regulations 1948 and 1949. This decision is limited by the terms of reference and has no effect in relation to any question as to whether the officers concerned are female nurses, midwives, or health visitors within the meaning of Section 16 of the Act or Regulation 28.

READERS' FORUM

The Way Ahead: Readers Assail Last Month's Leader

IN your November editorial, you say that we must balance our purchases of food and raw materials from the United States and other dollar countries by sales to them of British goods and services—but you avoid—like the trio you so frequently quote, the government, the opposition and T.U.C.—the problem of how it is to be done.

To cover the deficit, exports to the United States would have to be raised 300 per cent. Since the dollar crisis is itself due to a shrinking U.S. market, where unemployment (now four million) is growing and purchasing power declining—this is utter madness. Other European countries which have devalued are also trying to muscle in on the U.S. market. The U.S. Information Service (published by the American Embassy) says: "U.S. Commerce Department officials see little likelihood of either a sizeable decline in U.S. exports or a great increase in imports in the coming six months as a result of currency devaluations."

As the export drive collapses, there will be a great increase of goods in this country. Purchasing power of the wage and salary earners in the meantime will have to be drastically reduced by devaluation (responsible economists estimate a 10 per cent. rise in cost of living). We shall then be crashing once more into a slump, with large-scale unemployment and its consequent effect of lowering the wages and salaries of those still at work.

L.G.O.s have suffered a 20 per cent. rise in their cost of living since the Charter was negotiated. Ten per cent on top of that will make a total of 32 per cent. in just over four years. Yet Sir Stafford Cripps tells us that production has increased more than 25 per cent. since 1946. So, while the national cake gets more and more, the L.G.O. gets less, both absolutely and proportionately.

The N.E.C. told us at Conference: "the public ear might well be caught for psychological reasons in a campaign of resistance to the lowering of standards." Let's get cracking and make a stand against these incessant pay cuts. Only the irresponsible can support a policy that is so clearly leading to economic crisis, slump, and large-scale unemployment.

AJAX

"Must We Accept Tamely?"

Is it the job of a trade union to fight for a better standard of living for its members—or to act as a government agent, and offer to lower them?

Your November editorial says "We must all accept . . . a further lowering of our living standards." Then, not content with pushing our salaries down, it proceeds to throw some of us out of work altogether: "We could probably reduce our demands on manpower substantially."

The writer must be very young—too young to remember how, in 1919-20, trade union "leaders," Brownlie, Hodges, and Clynes, set up the "Increase production—the gateway to more"—so that, by the end of 1921, 7,000,000 workers had lost over £3,000,000 in wages. He must even be too young to remember the similar Turner-Mond "rationalisation" policy of the late twenties which, in 1931-32, found nearly 5,000,000 workers with over £30,000,000 less in wages—and unemployment soaring to record millions (because reduced purchasing power meant that goods could not be sold). In both periods, local government officers, with other public servants, were the first to be attacked.

To-day, history repeats itself. After the attack on living standards made by devaluation, the work done by NALGO members is

singled out for the economy axe. Education is slashed, housing is cut, road maintenance is to be reduced still further, electricity capital expenditure is to be curtailed.

Our members must be asking "Is it our job to accept tamely, without question, the policy of the government?" Should "L.G.S." act as the official mouthpiece and imply that there is no alternative policy? Will not members begin to question the advisability of cut-throat competition in the dollar market, and see in this competition inevitable further attacks on living standards (lower pay—lower costs)? Can this competition succeed against the United States tariff and devaluation by

Letters for the January journal must reach the editor, 1 York Gate, Regents Park, London, N.W.1., before Wednesday, December 14. Please keep them short and type them if you can—double spaced and on one side of the paper only.

22 other countries? Is the advice of UNO's European Economic Commission correct when it recommends trade with all the world—U.S., Asia, Europe East and West, as another road to prosperity? Can we, without such trade, look forward with any confidence to better living from higher production, in view of the fact that, the raising of production to record levels (1949 is 30 per cent above 1946 according to the official Monthly Digest of Statistics) resulted before devaluation in a 3 per cent. drop in standards?

Could not the social services be maintained by reducing the terrible burden of armaments expenditure, equal to twice the dollar deficit—one quarter of all government spending—the highest proportion of any country in the world? Could not some of the sacrifices fall where they could best be borne—on the record profits made by industry? The 1949 Budget White Paper gives 1948 profits as £450 millions above 1947, and 1947 profits as £245 millions above 1946 (itself a record year).

I believe that NALGO's job, now more than ever, is to fight to maintain and to improve the standards of its members, to examine most critically all policies aimed at lowering them, and to see that in what, despite all propaganda to the contrary, is an age of unprecedented plenty, there is no acquiescence in a policy which will again lead to poverty in the midst of plenty.

P. P. ROSENFELD

Borough Engineer's Department,
Town Hall, Ilford, Essex.

White Paper—or White Flag?

NALGO members will not thank you for your essay on the economics of the crisis and NALGO's role therein. You have gone "way ahead" even of the T.U.C. economic committee in your suggestion that it is not the question of cuts in our standard of living which is at issue, but the extent of those cuts. That is a reversion to 1931 with a vengeance, and any who believe that the cuts made then did anything but intensify the crisis must have short memories indeed.

There is one section of the editorial to which I take the strongest exception. I am a gas man. At this moment, gas staff representatives are engaged in the delicate task of dealing with the employer's proposals for new salary scales and conditions of service. I consider your reference to the likely outcome of these deliberations as the dropping of a spanner in the works.

Although Conference accepted the N.E.C.'s "white paper," it did so, I am sure, on the basis of the status quo. It was told by the present President of the Association that, although it was necessary to practise restraint now, it might be possible in twelve months'

time to go forward again for a general raising of standards. It was certainly not told, and I am sure it would not have accepted the argument, that it should be prepared to accept a lowering of its standard of living in the near future. There is no Conference sanction for such a damaging proposal. NALGO faced with such a crisis, should call a special Conference, and let the members decide. In your hands, the "white paper" has become a "white flag."

TOM FERNLEY
N.W. Gas Board, Manchester.

We said that the present crisis "may well mean that the permanent scales now being negotiated for members in the health, electricity and gas services . . . will be less generous than would have been possible in happier conditions already the various staff sides have noted a stiffening in the attitude of the employers, and there is little hope to be gained to-day from talk of disputes and reference to the National Arbitration Tribunal." Since the first part of that sentence is obvious, and the second is, in fact, how can its statement be "a spanner in the works"? NALGO will fight to maintain the status quo. Our point was that it cannot, at present, seek general improvements with any hope of success. See also this month's editorial.

HEALTH SERVICE PAY**"Tardy Negotiations"**

I READ, with misgiving, the statement in your Health Service Notes for November that "The effect of devaluation is already being felt in negotiations for health staffs. There is now a marked disinclination on the part of the management sides of negotiating bodies to agree to improvement in the present salary scales and conditions of service."

The tardy negotiations, which date back a twelvemonth, should teach the staff side that delaying tactics always favour the employer. Are we to believe that, having negotiated scales for some sections of the administrative machinery—H.M.C. secretaries and clerks to executive councils—the Minister of Health is prepared to sit back and allow the remaining senior officers and administrative staffs to stay correspondingly underpaid (these are only interim scales) because of the inertia (or reluctance) of the management side to "get on with the job"?

K. V. TOMSON

15, Edwalton Avenue,
Peterborough.

There have been no "delaying tactics" by the staff side, which has done all in its power to speed up negotiations. But there are two sides to all negotiating bodies, and both must agree on the speed, as well as on the results, of the negotiations. At the same time, it must be recognised that the national health service machinery has done a great deal in twelve months.

PAY PACKETS TO-DAY**Effect of Increments**

I WAS profoundly dismayed to read your footnote to Mr. Galbraith's letter in the November journal, trotting out the ridiculous proposition that the annual increments paid on Charter scales should be regarded as compensating for the increase in the cost of living.

This is a deliberate and mischievous misrepresentation which reflects little credit on its author and those who lend themselves to its circulation.

If we accept your statement that rates of wages generally have risen by 4 per cent. since February, 1948, then, to maintain parity each and every step on the Charter scales would require to be increased by 4 per cent. over that period alone. In fact, the rise in wage levels has failed to keep pace with prices. But

annual increments are not, and were never intended to be, the means of maintaining a minimum standard.

I repeat Mr. Galbraith's challenge in another form. If the N.E.C. believes that the living standard represented by a weekly wage of £5 at February 1948 is a true reflection of the worth of a general division officer, let it say so. If not, let us have no more twaddle about our annual increments offsetting the rise in the cost of living.

Gasfitting Section,
24, Walls Street,
Glasgow, C.1.

A. BLUE

We neither said, nor implied, that annual increments were a means of maintaining a living standard. But when readers complain that NALGO members have not enjoyed the same increases as manual workers on a fixed wage rate, it is only right to remind them that they have had scale increments. The manual worker who gets £5 a week at 22 also gets £5 a week at 32. But the general division clerk getting £4 14s. 2d. a week at 22 will get £7 8s. 1d. at 32. Isn't that some compensation?

NALGO IN THE DUMPS? A Critic Hits Back

As the person responsible for the statement upon which your October leader was based—"NALGO has never before fallen so low in the opinion of the majority of members"—I feel bound to reply.

Whilst I do not recant a word of it, I should emphasise that the point was not debated by the branch executive. The statement, therefore, should not be linked with the Cheshire branch.

I was not impressed by your argument, in reply, nor did I feel that you effectively refuted the allegation, which you first described as coming from a nonsensical minority, then went on to infer that it was widely held, judging from the columns of other branch magazines and the correspondence in this journal. The Association has even started week-end schools, and the N.E.C. is supercharging its propaganda machine, to give the lie to its lack of appeal to the rank and file.

In my opinion it is from the local angle that the reality of our Association is so important, for from the branches must come the big guns of NALGO in the future. Unless keen interest can be stimulated at branch level, the Association is virtually dead.

In this branch, a gauge of NALGO interest is that, from a strength of more than 800, for a hundred to attend the A.G.M. would probably be a record; and a 50 per cent. attendance at the branch executive is good. In my own department, which has more than 100 NALGO members, there was considerable difficulty in filling the seats allocated on the branch committee.

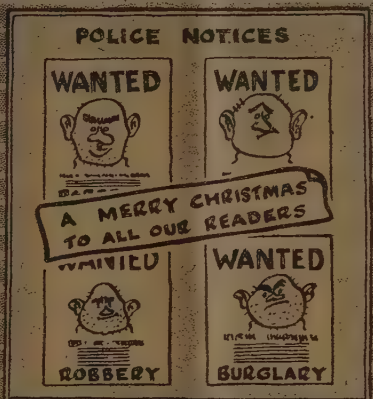
You quote the amity of the last Conference as indicative of the high esteem in which NALGO is held. To me it spells little but apathy. Back-slapping and votes of thanks to the platform do not breed policy which will solve the problems besetting the staffs in this fast-changing local government service. Progress is forged in the fire of fierce debate, with no quarter given nor expected. The history of this Association and all other trade unions underlines that.

It goes without saying that the dominant factor in the mind of the local government officer to-day is the relationship of current pay with the steadily rising cost of living, yet our Association decides *in camera*, after hearing a confidential report from the N.E.C., to continue honouring the wage-freezing policy. Do you think that this sort of mystery-making will engender enthusiasm? If wage-freezing should continue, say why with all the force at your command—otherwise it becomes an excuse for inactivity.

As I do firmly (but with real regret) believe that NALGO has, in fact, largely lost the faith of the mass of its members, I look forward to the views of readers from other parts of the country. I should be glad to be proved wrong—for then the ranks would have given the answer you have failed to give, a convincing reply to my allegation. AUSTIN HUGHES.
Cheshire County Branch.

So far from describing Mr. Hughes' statement, as the opinion of a "nonsensical minority," we said that it was being widely ventilated and paid it the compliment

was concerned that it might be used to justify a



of discussing it seriously. But we still consider it nonsense. Do not Mr. Hughes and those who think with him realise that NALGO is the mass of its members? If they have lost faith in the Association, then they have lost faith in themselves. And that we do not believe.

1939—and To-day

At a recent meeting of my branch executive committee, attention was drawn to your "Retort to Critics" in the October journal, where, under the heading "Little Ground for Complaint" you suggested that NALGO members had not fared so badly on salaries compared with pre-war figures.

It was felt that, whilst the figures might be statistically correct, they were misleading to the casual reader and that greater clarification should have been made. It is generally accepted that staffs of some authorities have received greater benefit than others, and to make such a general statement tends to create discontent amongst those who have benefited least.

I am, therefore, instructed to ask that further information be published to clarify the position and so dispel from the minds of readers any inference that NALGO is satisfied with the present salary position.

Hull Branch

E. TRINICK

Hon. Secretary.

We did not say that NALGO was satisfied with the present salary position. It is not and, we trust, will never be. What we said was that, to meet a rise in the middle-class cost of living, estimated at 90 per cent. since 1939, the bulk of NALGO members within the Charter grades had obtained salary increases ranging between 60 and 100 per cent., and all the evidence we have suggests that this is substantially true. It is obviously impossible to give figures for every officer or every authority. But in Mr. Trinick's own authority, Hull, in 1939 a junior aged 16 received £39 per annum. Today he gets £139—an increase of 256 per cent. The officer

aged 21 in 1939 got £120. Today he gets £220—an increase of 83 per cent. The officer aged 25 in 1939 got £180. Today he gets £290—an increase of 61 per cent. In 1939, the general division maximum was £210. Today it is £385—an increase of 83 per cent.

SAVING MANPOWER "Wasteful Rating Procedure"

CANNOT legislation be introduced to eliminate the need for showing the separate amounts for general and special rate for each separately-rated hereditament in the rate books of rural district councils?

In ninety-nine cases out of a hundred, the ratepayer is concerned only with the total of the combined general and special rate. Yet rating authorities show in the rate book the separate amounts of the two rates and the combined total, thus writing up three columns where one would suffice. Where there are thousands of assessments, and the work is done in pen and ink, this needless work must amount to many hours of useless labour during each rate period. Some authorities, I believe, show the separate amounts of the two rates not only in the rate books but also on the face of the demand note.

Certain hereditaments enjoy partial exemption from the special rate, but surely these few could be treated separately and the allowances still made?

Sheffield.

O. CUNNIFFE.

ANNUAL LEAVE Saturday Morning Anomaly

It seems time to end the anomaly of reckoning Saturday as a full day for leave purposes. Many staffs now work longer hours in the week in return for a system of staggered Saturday morning leave, and the employing authorities normally require only three man-hours to be made up for each Saturday off. It seems unreasonable, therefore, for an officer to lose more than half a day when his Saturday morning off falls during his annual leave.

D. W. BRADLEY

Flat 4 Rockhurst,
Danes Hill,
Woking, Surrey.

JOB SEEKERS' EXPENSES A Health Service Anomaly

I do not think that it is generally known that an applicant (successful or otherwise) interviewed for a job on either a regional hospital board or a hospital management committee can draw subsistence allowance only if he is already employed by a similar authority or by a health committee. If he is not employed by such a body, he will receive only his rail fare (3rd class, whatever the appointment).

I recently attended such an interview, for the post of finance officer, and only two of the five candidates were paid subsistence (at 26s. a day, I believe). The other three, of whom I was one, had to pay their hotel bills out of their own pockets.

The regulations seem very unfair, and I consider that all applicants should be treated equally.

JOB-SEEKER.

In the early days of the National Health Service, hospital boards and management committees had no authority to pay subsistence allowances to any candidates, and could pay fares only when they exceeded 5s. As a result of representations by the staff side, the General Council agreed, from July 1, 1949, to the payment of subsistence allowances and fares to candidates employed by a body constituted under the National Health Service Act, or by a local health authority, but the employers refused to extend the concession beyond those classes.

A NALGO DIARY

by "ABINGDON"

Schools for Branch Officers : Member Keeps a "Pub" : Ideas for the Festival

I HAVE had glowing reports of the first district week-end school of branch management to be held since the national week-end school in London at the beginning of October. Organised by the South-Western district committee at Weston-super-Mare, it was, I am told, "really worth while"—providing those attending with information about "the things which really matter," encouraging; stimulating discussion, and helping in the solution of common problems.

The idea was first suggested by the West

Your NALGO Diary

EVEN if you *always* get a diary from Aunt Jane at Christmas, or you confide your innermost thoughts to a five-year locked volume, neither will contain a wealth of up-to-date information about NALGO and its activities.

Only NALGO's own diary can give you this, together with the usual general information, and adequate space for daily entries, cash accounts, notes, addresses, and so on.

Bound in leather and bearing the Association's crest, the diaries are obtainable in both season-ticket and ordinary style at 2s. 9d. only. Place your order with your branch secretary to-day.

Cornwall branch as long ago as February, thus preceding the national school. But the objective was the same: to provide a forum where NALGO's honorary officers can discuss their problems and pool their ideas. At the Weston school, eleven branches were represented by 21 delegates, of whom eight were branch secretaries. Also present were A. C. TEMPLEMAN, the district committee chairman, who was chairman of sessions and master of ceremonies; G. MORLEY DAVIES, the district public relations officer; and two district officers.

To allow the maximum time for discussion, all the papers—on NALGO policy and organisation; negotiating and arbitration machinery; the relations between the branch, the district officer, and Headquarters; public relations; and the ancillaries—were circulated beforehand and taken as read.

The most popular session was that on "Duties of Branch Secretaries," when five secretaries, each from a different type of branch—county, county borough, gas, electricity, and hospitals—described how they had solved their particular problems. This led to a most enlightening and instructive discussion, from which even "old stagers" derived benefit. Such was the enthusiasm of the delegates that, by unanimous request, an extra "Questions" session was arranged for the one "free" period. Even so, there was time for some fun, during which the chairman showed his versatility by winning the table-tennis competition!

A second school for the southern half of the district was held at Torquay as this issue of "L.G.S." was going to press. Both were run on an informal "house party" basis, the school taking over the greater part of an hotel

for the week-end, and the district committee chairman acting as host.

A Book on P.R. ?

A COMPREHENSIVE book on public relations in local government is long overdue. At last—if the plans of the local government group of the Institute of Public Relations reach fruition—the need is likely to be filled.

As provisionally designed, the book will be a symposium of expert chapters contributed by members of the group, who are all practising P.R.O.s. It is also proposed to include a bibliography and information about suitable training courses, which should be of special value to students and branch P.R.O.s.

The group also aims to produce a year book of public relations in local government, to which all its members will be invited to contribute. This should provide an invaluable survey of the vast amount of work now being performed by local authorities, large and small, up and down the country.

"PROgress" Festival Number

THE Autumn number of *PROgress*, NALGO's quarterly bulletin of public relations, just published, leaves its readers in no doubt of the important part local authorities—and NALGO branches—can play in the 1951 Festival of Britain. PAUL WRIGHT, the Festival's Director of Public Relations, J. P. PHOENIX, Information Officer, Liverpool, and D. R. WOODMAN, P.R.O. to Ealing borough, deal with different aspects of the Festival preparations, while ALEC SPOOR, NALGO's P.R.O., offers five pages of detailed suggestions on what branches can do to make the most of Festival year. Comparisons are odious, I know, and boasting is worse—but I cannot but feel that "PROgress" has made a far more constructive contribution to the Festival than has the rather anaemic pamphlet which the Festival authorities themselves have just sent to local authorities.

Stocks of *PROgress* No. 1 (Summer 1948) and No. 4 (Spring 1949) are completely exhausted. Since they are still in demand, the Editor would be grateful if any reader still possessing a copy he does not want will send it to him at 1, York Gate, London, N.W.1. The editor will pay 4d. a copy, plus postage.

What's Yours ?

Is there any limit to the versatility of NALGO members? When I mentioned, in October, that I had never met a member who kept a pub in his spare time, I felt sure I was safe in assuming I never should. Yet here I have a warm invitation to visit, and take a pint, with one who does.

He is W. A. DUNNING of the Cheshire county surveyor's department, who is also host of the Fox and Hounds Inn, Tilston, near Malpas.

It all started with a bomb which wrecked his home in 1941. Mr. Dunning sent his family to relatives near Tilston and they liked it so well that they returned next year for a holiday. Visiting the "local" one day, he remarked, "I wouldn't mind keeping a pub like this." "Put your application in then," said the landlady, who had overheard the remark, "I'm leaving in October." Mr. Dunning thought it over, decided to "have a go"—and, three weeks later, having first obtained the permission of the county roads

and bridges committee, was installed as tenant of the inn!

Mr. Dunning has been a NALGO member for nearly 24 years and, until the inn took up most of his spare time, was a member of the executive. He is, however, a member of Tilston parish council, representing it on the school management committee and occupying the chair of several other committees. "Should you be around Tilston any time," he adds, "drop in and have one with me." I certainly will.

Our Cover Library

THE delightful picture of the two girls in the sunlit library which appeared on the cover of the October "L.G.S." was taken in Dagenham public library. Unfortunately, I did not know that when the picture was published.

Telling the Troops . . .

PERTH city branch, which set a precedent last Spring by arranging a series of talks on local government for inmates of Perth prison, was recently asked by the Army authorities to arrange a similar series for a class of thirty young officers undergoing selective training in the city. The branch has drawn up a programme covering finance, police, public health, housing and town planning, the fire services, hydro-electricity, and civil defence. All the speakers are chief officers. Where possible,



KNIGHTLY KNIGHT!

Chivalry to the fore at Willesden savings drive on October 22 as member Reginald Knight, warrant officer, and steed (municipal) led the parade.—Photograph by H. MAGSON, Willesden.

visits to authorities and activities are being arranged.

... And the Staff

A REVERSE aspect of public relations is the course of lectures, now in its fourth year, arranged for NALGO members by the Sussex county officers' branch in co-operation with the Oxford University Delegacy for Extra-Mural Studies. This year's course comprises twelve lectures, by G. E. FASNACHT, M.A., on the background to European problems. The syllabus is comprehensive, covering the period from pre-1918 to the present day. Members of neighbouring branches are being invited. The course is free to members, and non-members may attend for a fee of 5s.

Of more direct professional interest is a series of fortnightly talks on the work of the various council departments, arranged by Somerset county branch for its members. The talks, which began on November 9 and will continue until February 22, 1950, are intended not only for junior officers, but for all who wish to learn what goes on in departments other than their own. Ultimately, too, this "internal" public relations should help foster part of NALGO's national P.R. policy, since it will equip the individual officer to explain, in his turn, the functions of the local authority to the citizens he meets, and to counter irresponsible criticism of local government and its officers. Chief officers or their deputies are giving the talks, and the chair is being taken at each session by the chairman or vice-chairman of the appropriate council committee.

No Stalemate Here

I HAVE had an enthusiastic letter from R. A. WINDLEHURST, secretary of Hereford City branch, telling me that his letter in the October journal, suggesting the formation of a NALGO chess team to enter the "Chess" magazine's postal league, has brought to light 24 interested members. Two teams of twelve have been formed and entered in Division IV (Hector Munro Cup) of the league.

This encouraging response prompts Hereford to make a more ambitious proposal—an individual NALGO chess championship. The branch is willing to arrange the event in the first year, but would then prefer to leave it to somebody else, since it has no wish to monopolise this sphere of branch social activity.

A good beginning. Now would any generous member present a trophy for a NALGO championship?

Nurses Go Abroad

BECOMING well established in the Chelmsford area is the Nurses' Overseas Scholarship Fund, started about eighteen months ago to enable nurses of all grades to study nursing practice and technique in other countries. Supported by voluntary contributions only, it works in close co-operation with the Hospital Management Committee.

Already, several nurses have visited the United States, and last month Miss K. WILMOT, an active member of the Chelmsford and Colchester hospitals branch, accompanied a party to Canada.

The nurses are usually away for six months. Fares are paid by the Fund, and after a short holiday as guests of people with similar interests, during which they visit nursing and similar institutions, they are employed in a hospital.

It is hoped later to arrange reciprocal visits to this country for overseas nurses.

Problem Picture

CAN you recognise the contents of this vase? It won for JOHN NICHOLLS, chief clerk of Westminster city council's cleansing de-

partment, the first-prize silver cup for flower arrangement in the Royal Horticultural Society's competition last month.

The prize, Mr. Nicholls tells me, is awarded



not for the quality of the flowers, but for their most suitable arrangement for house decoration. This is the fourth time he has entered the competition: last year his entry was highly commended.

Mr. Nicholls is a regular exhibitor in the horticultural shows arranged by Westminster branch ever since the "Dig For Victory" campaign was launched, and has won first prize in all save one. He can certainly make good use of unpromising material, as you will see if you look at the bottom of column two on page 564.

Anniversary Gesture

TO mark his twenty-fifth anniversary as a NALGO member, G. E. GLAZIER, Bedford's county librarian, has presented to the county branch a president's badge of office. At a recent branch executive meeting he invested the president, V. S. GOODMAN, with the badge. The branch has now decided to present replicas of the badge to its past presidents.

Re-employed Pensioners

THE Ministry of National Insurance asks me to make clear the fact—about which, apparently, there has been some misunderstanding—that full National Insurance contributions at the ordinary rates are payable for persons who continue to work after pensionable age (65 for men, 60 for women). The full contribution may, therefore, be deducted from the employee's salary except where he has a special contribution card.

Special cards, showing the appropriate rate of contribution, are issued by the Ministry in the few cases where full contributions are not payable. In such cases the employee's share of the Industrial Injuries contribution only should be deducted.

Farewell to Two Veterans

I OFFER hearty good wishes to CHARLES NOTLEY, former deputy city engineer, Salisbury, who retired on September 30. He officially retired in 1946, but remained with the council as temporary housing architectural assistant. This brought his total years of service up to 5½, during which he served under four city engineers and knew six town clerks.

Always an active NALGO member, Mr. Notley joined Salisbury branch when it was formed in 1925. He is a past president and served on nearly every committee. His colleagues are happy to know that he will continue his association with them as a retired member.

Congratulations, too, to ALBERT BAGGALEY, accounts clerk in Nottingham's water department, who retired on the same date after 43 years with the corporation. A member of the local branch since its formation, he was

also a member of the original Nottingham Municipal Officers' Association and remembers its inaugural meeting in January, 1907. He was for several years a member of the branch executive committee.

Privilege Tickets Again

PRE-WAR Nalgoites who were members of the Privilege Ticket Register will rejoice to know that the register—closed by wartime conditions—will shortly be re-opened. And, although the annual subscription has been raised to 5s., NALGO members may again enrol at a reduced rate of 2s. 6d., provided at least 100 do so.

Specific benefits have not yet been announced, but it is expected that they will be on similar lines to those before the war, when, among other things, seats for 200 plays at West End theatres were offered to members at two for the price of one. At this stage, NALGO has been asked only to say how many members would like to take advantage of the scheme. Those interested should tell their branch secretaries, or send their names direct to the special activities department at Headquarters.

Staff Magistrate

CONGRATULATIONS to G. W. PHILLIPS, NALGO's organizing officer for health staffs, who has been appointed a Justice of the Peace for Essex. He was sworn in at Essex Quarter Sessions on September 27 and sits on the Epping bench. Mr. Phillips is particularly pleased, he tells me, that he has also been made a member of the juvenile court panel. Knowing him as I do, I am sure that he will render valuable service to the community in his new capacity.

Honour for Pontefract

I ALSO congratulate J. BLACKBURN, superintendent radiographer at Pontefract General Infirmary, and a member of Pontefract and District branch, on his re-election as president of the Society of Radiographers of Great Britain.

Mr. Blackburn has had a notable career. He was the first provincial lay member of the society to receive a vice-presidency, and, 26 years ago, he was the first layman to be employed by the infirmary.

Even more interesting to me is that he was last year's mayor of Pontefract—one of very few NALGO members to be elected first citizen of his town.

Varied Syllabus at Usk

A WEEK-END school was sponsored by Monmouthshire county officers' branch at Usk some weeks ago. The organisers cast their net wide in drawing up the syllabus and secured expert speakers. They were C. A. MOSER, lecturer in statistics at the London School of Economics, on planning research and survey; DR. CAMPBELL STEWART, lecturer in education psychology at Cardiff University, on freedom and social control; DR. A. H. MARSHALL, Coventry's city treasurer, on local government today; and IUAN ELLIS, NALGO district officer, on the growth and structure of Whitleyism. Chairmen of sessions were the planning officer, director of education, and clerk of the county council and, for Mr. Ellis, the president of the branch, E. J. WINSTONE.

Obituary

I REGRET to record the death of WILLIAM HUDSON, a former town clerk of Watford borough. He was the first honorary secretary of Hertfordshire branch when it was formed in 1912, and held various offices until the formation of the Watford branch in 1919. Later, when the South-West Herts branch was formed, to include Watford, Mr. Hudson was elected its first president, an office he held until he retired in 1940.

MY BOOKSHELF

By EDWARD KAY

A Political History : Youth's Likes and Dislikes : Income Tax : English : Planning Law

HISTORIES make men wise, remarked Francis Bacon, and a study of the way men have governed themselves in the past may well give a new understanding of our constitutional problems to-day. Behind modern controversies over forms of government lie many centuries of experience and reflection, ably distilled by C. F. STRONG in **Modern Political Constitutions** (Sidgwick and Jackson, 25s.).

This wise and readable book illuminates the affairs of here and now by reference to those of our antecedents in this and other lands. A survey and commentary stretching from early Greek democracy to the constitution of the Soviet Union in fewer than 400 pages can hardly find room for more than a transitory reference to British local government. The fact will be regretted by NALGO readers, for whatever Mr. Strong had said upon it would have been worth reading.

Youth Survey

"**W**HAT do young folk really want?" is a question of never-failing interest to the less young. The National Association of Girls' and Mixed Clubs has tried to get some comprehensive answers from boys, to see whether the organisation's work is on the right lines. The results were not altogether unexpected: they revealed a widespread desire for excitement, adventure, romance, and travel. But there were some surprises. There was little demand for athletics, P.T., or boxing; 37 per cent. expressed a liking for classical music; politics and trade unionism aroused little interest. Girls, it appears, frown upon the idea of boys learning to cook or do housework, though odd jobs and washing-up do not seem to be barred. There is, then, a marked bias towards the personal and immediate, and little apparent desire for a widening of intellectual horizons. The National Council for Social Service publishes the report under the title **Hours Away From Work** (2s. 6d.) and expresses the hope that it may serve as a basis for improving youth work.

The Woman Pays

FOR income tax purposes, "incapacitated person means any infant, married woman, lunatic, idiot, or insane person." This and other oddities of the tax law are described in **The Taxation of Women** by W. G. BARLEY (Hallmark Books, 1s. 6d.). Perhaps the least defensible is the provision whereby a man and a woman may live together without marrying and pay less tax than they would were they a married couple. NALGO's women's committee, and the crusading bodies with whom it works, have plenty to do in seeking to remedy such hardships and anomalies.

Two other books on taxation, both priced 4s., also appear in my tray this month—**Income Tax for Everyman** by R. A. BUTLER (Pen-in-Hand, Oxford), and **Income Tax** by C. N. BEATTIE (Stevens). Both are simply written books for non-specialists or students.

English for the Englishman

"**N**O one but a blockhead ever wrote except for money," said Dr. Johnson. Even if this were true, most local government officers have to write for money, and they will do it more easily and more effectively if they read **The Making of Prose** by ROBERT SWANN and the late FRANK SIDGWICK (Sidgwick

and Jackson, 7s. 6d.). This wise and entertaining book avoids the over-familiar device of displaying awful exhibits of malpractice and relies instead on sound examples and precepts.

The Bureau of Current Affairs now issues a quarterly called **The Use of English** (2s. 6d.). Rather pedagogic in manner, its main appeal will be to teachers. It preaches the doctrine that a training in English can help towards a wider critical understanding of our civilisation.

Poor Value

WHEN one pays fifty shillings for a 500-page book, one fairly expects a reasonably up-to-date and thorough treatise. I examined J. J. CLARKE's new book **Law of Housing and Planning** (Pitman, 50s.) with that consideration in mind. It is a stolid compilation of statutes and circulars, reports and memoranda. Mr. Clarke's own commentary is sparse; here are some samples: of the great Town and Country Planning Act of 1947, he remarks that it constitutes "a fairly comprehensive new planning code"; of the housing problem, he alleges that "the present lamentable situation is primarily due to the neglect on the part of local authorities to discharge adequately their statutory duties, and the central departments to enforce them over a period of more than six decades"—two wars and other economic upheavals apparently played no part. As for the presentation of factual material, I found it puzzling and scrappy. Much obsolete material is included without the justification of historical value, and makes it hard to see how matters stand now.

For Specialist Planners

FOR specialists and students, a more serious contribution to the subject of planning is SIR HOWARD ROBERTS' **Law of Town and Country Planning**, published last year and reviewed in the June 1948 "L.G.S." The Supplement has now appeared (Charles Knight, 25s.) dealing with the mass of orders and regulations issued under the Act of 1947. The index covers the main work as well as the supplement.

One of the earliest benefits for the ordinary citizen made possible by the Town and Country Planning Act of 1947 is control over outdoor advertising. To the commercial man, and to the local authority administering the Act the legal complexities are considerable; they will be eased by the Thames Publishing Company's **Advertisement Control** by A. M. LYONS and S. W. MAGNUS (12s. 6d.). For experts only, but for them invaluable.

Popular Guides to the Law

STEVEN'S "This is the Law" series has often earned my praise, and **Rent Tribunals** by HARRY SAMUELS and ROBERT CHOPE (4s.) is as handy as the rest. But it has a wider interest in that rent tribunals are an example of the modern trend to create *ad hoc* tribunals outside the ordinary courts, which has been the subject of adverse comment by the more austere kind of lawyer and of admiration by those who favour expedition and informality above the precision and traditionalism of the older legal forms.

In the same series has appeared a second edition of JOHN GADZAR'S **National Insurance** (4s.).

Running a Hospital

THOSE who work in and about hospitals, as well as general readers, will find **Your Hospital** by A. R. J. WISE (Heinemann, 15s.) easy and attractive reading. Mr. Wise writes of hospital administration with obviously first-hand knowledge; he has had all his specialist facts checked; and he steers informatively and suavely through to-day's many controversies. The chapter on hospital management is a first-rate study of the way an effective administrator, himself expert in none of the skills of those around him, can yet make their work possible and ensure their co-operation.

Miscellanea

Local Government for Everyman by J. H. BURTON (Pen-in-Hand, Oxford, 4s.) is intended for the general public of all classes. It is an eccentric little book which cannot be taken seriously as a popular introduction, but some may find it worth reading for its odd anecdotes, particularly about old-world local government practices.

MARY EIRWEN JONES in **Folk Tales of Ireland** (Pen-in-Hand, Oxford, 5s.) provides pleasant fireside reading with delightful black-and-white illustrations by Meirion Roberts.



"Well, I don't think we should have invited the internal audit section!"

"a thing is bigger for being shared"

THE origin of this quotation is unknown, but it is attributed anonymously "to the Gaelic" as are so many of the wise sayings in the English language. The NALGO Building Society is certainly bigger for being shared. More than thirty thousand shareholders have contributed to the phenomenal growth since its establishment in 1932 and the assets now exceed £7,000,000.

FOURTEEN thousand members have been or are being helped with these vast funds to purchase their own homes in all parts of Great Britain and many thousands more will be needing help in the future. There are many NALGO members who do not yet share in this cycle of prosperity and we invite their co-operation to make the thing bigger still by taking shares in their own Building Society.



**NALGO
BUILDING
SOCIETY**

N.B.S. offers you —

2½% per annum on SHARES

2% per annum SPECIAL DEPOSITS

1½% per annum ORDINARY DEPOSITS

Tax paid by the Society in each case

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1, YORK GATE, REGENT'S PARK, N.W.1



Don't FIGHT for Xmas Cards . . .

Don't worry about Xmas cards this year! They come on a plate from NALGO and save you that last-minute search in crowded stores through piles of cards that others have left.

NALGO cards, sold in packets of twelve with envelopes at 6s., are: "Winter's White Mantle" (a woodland snowscape), and "In the Good Old Days" and "Half Way House" (Christmasy coaching inn scenes). Packets of one dozen of last year's cards with envelopes are available at half price—3s.

Though proceeds are in aid of the Benevolent Fund, no reference to it appears on the card.

Ask your branch secretary to get specimens (on payment) or write direct to NALGO Benevolent Fund, 1 York Gate, London, N.W.1.



**. . . they come on a plate
from NALGO**

GUIDE TO NALGO

by
Tobias



GEORGE was a bit puffed up, but that was understandable. It is not every member who at the annual general meeting of his branch finds himself elected to the office of Acting-Deputy-Vice-Chairman-if-Required (while the Chairman and Vice-Chairman take mental vows that, even if they have to crawl from their deathbeds, his services will never be called on).

But I maintain that it was excess of zeal that led him to poke into the hindmost recesses of my desk, in search of information about his possible duties, till he ran across a leaflet entitled: *For the Guidance of Branch Officers*.

"What's this?" he said. "Branch officers should arrange for all members to be made aware of the advantages of membership, and to be conversant with the current activities of the Association." How on earth can I do that, if I myself know nothing more than it tells me here or in that monthly dose of tripe-mental-indigestion known as 'L.G.S.'?"

It wasn't a point on which I had ever lavished undue worry. My policy has always been to let sleeping dogs lie—or, if they show signs of waking up, to supply them liberally with pheno-barbitone (obtainable, price one shilling, by poking one's head round any doctor's consulting-room door and complaining of being a bit off-colour).

But George had to write to Headquarters and ask for a copy of all propaganda material. Thoughtfully, he enclosed a stamped, addressed foolscap envelope.

A few days later a brawny-looking chap strolled into the office and asked for George. "Where shall we put it, mate?" he asked, hauling suggestively at the broad leather belt which held up his working trousers.

George, under the impression that he was to be given a severe thrashing, backed towards the windows. The man followed him and jerked his thumb towards the street where stood two lorries, loaded to capacity with packets and parcels. "All for you, mate," he said. "From this 'ere NALGO—some kind of baby food, ain't it?"

We got the stuff inside somehow, and there was nothing for it but for each of us to try to hide a few packages behind his or her desk. And as George had gone to all this trouble (he said) to try to enlighten us about our own association, he insisted that we should open the packages and read what was inside. Moreover, he set himself to question us to make sure we had thoroughly mastered the pamphlets, leaflets or forms which we were supposed to have read. The result was something like this:

GEORGE: What does NALGO mean?

SACKBUTT: NALGO means Organised Strength, Collective Bargaining, a Happy Holiday, a Home of Your Own—Here, how about it, George? I'm sure young Betty would simply snap me up if we had a house to live in. How about you, as my NALGO representative, getting Alderman Jove to shove my name up the housing list a bit?

GEORGE: See pamphlet, *The Councillor's*

Rights and the Officer's. It says distinctly, "Subordinate officers should refrain from personal approach to members of their councils."

MISS GYMBOL: I've been reading that one too. It says about the councillor: "As an individual he can give no instructions to any official, nor is he entitled . . . to visit and inspect any institution, building or work of or belonging to the authority, save in pursuance of a specific direction or permission from the authority." Next time Alderman Jove drops in to "borrow" some plain paper and envelopes, George, I shall call upon you as a branch officer to throw him out.

GEORGE: I say, that's a bit thick—

MISS G.: If you refuse, I shall make use of this. (Waving a *Cessation of Membership* card.)

GEORGE: Well, I suppose I can take the risk. Here's a whole book on *Compensation on Abolition of Office* . . .

TOBIAS: Yes, let's abolish the office—I'm sick of it.

GEORGE: Here you are—*Sickness Means Extra Expenditure*—join NALGO Provident Society. *Shed That Load*—(Lights go out).

BETTY: There's no need to display your powers as a magician!

GEORGE: I was referring to a pamphlet about the Insurance Department.

BETTY: I don't care what you were doing.

AT RANDOM ————— by "Hyperion"

Definitions

Conscience: the thing that always aches when everything is feeling good.—*Anon.*

Tact: the ability to describe others as they see themselves.—*Abraham Lincoln.*

Cynicism: the anticipation of the historical perspective.—*Russell Green.*

Moral indignation: jealousy with a halo.—*H. G. Wells.*

True Story

A chief officer informed his establishment committee orally that the following month, having completed forty years' service, he intended to retire on superannuation at the age of sixty.

"This is very sudden," said the chairman. "How long have you been thinking about this?"

"Oh, for about forty years," was the laconic reply.

Sedative Reflection

*Let the anxious wooer cure insomnia
By murmuring Amor Vincit Omnia.*
Ogden Nash

Consolation

"Your Questions Answered: What must we believe about Hell?" There will be a welcome for YOU.—*Church announcement.*

I've got one here, *Electricity Staffs, your Future is Secure in NALGO*. It's all very secure if you keep telling them to put the lights out.

GEORGE: Oh, you do nothing but gas!
BETTY: Yes, here it is—*Gas Staffs—A Message from NALGO*.

GEORGE: If you don't shut up, you'll be making NALGO's *Call to Nurses*!

BETTY: I have it here—*Organisation or Exploitation?* The price of good conditions is constant vigilance." And I still maintain that if you go telling electricity staffs to Shed That L—

DAFFY: For goodness' sake, both of you, take a NALGO Holiday!

GEORGE: Oi—*What Goes on at Croyde Bay?*

BETTY: Oi—*What Goes on at Cayton Bay?*

DAFFY: I haven't the faintest idea—something shocking, I expect.

GEORGE: No, read these pamphlets. Full provision for washing your smalls—

RUFUS: Nothing doing. I want to get a long way away from that.

GEORGE: *The Motorways of Europe* with NALGO—or Switzerland?

RUFUS: No thanks—cash won't run to it.

GEORGE: Then do it in the comfort of your own home. Join a circulating library at NALGO special terms.

RUFUS: If you ask me, it's time you were superannuated.

GEORGE: Read all about it—*The Fight for Superannuation, 1905 to 1939*.

(Suddenly the door bursts open to admit *Trate Wife of Ratepayer*.)

I.W.R.: I call it a disgrace. Public money being paid to keep you all in idleness while I break my knuckles knocking on the door—

GEORGE: Just a moment, madam. Kindly wait while I look up the appropriate passage in *Relations Between Local Government and the Community*.

RUFUS: Oi, George, have you seen this? A letter from NALGO: "As much of the propaganda material sent you is in short supply we shall be obliged if you will return it to us in good condition . . ."

GEORGE (taking one look at the said propaganda material, spread all over the floor): Why did I get mixed up in this?

(Collapses, clasping to his bosom a copy of *Form for Admission to Knole Lodge*).

Brevities

A tree is an object that will stand in one place for years, then jump in front of a lad driver.—*Ruth Lemezis.*

A society of sheep must in time beget a government of wolves.—*The Listener.*

Annoying

*I would live all my life in nonchalance and insouciance
Were it not for making a living, which is rather a nuisance.*

Ogden Nash

Lawyer's Masterpiece

"This form was drawn up in 1936, and it does not clearly state what is meant. It is just a legal document."—*L. H. Welsh, Electricity Board.*

Local Government Postbag

"I enclose herewith Form A in quadruplicate, application for permission to develop in triplicate, notice of erection of new buildings singular . . . with all the above alternate applicable forms for formal approval of your Council."

Tailpiece

The bravest are surely those who have the clearest vision of what is before them, glory and danger alike, and yet notwithstanding go out to meet it.—*Pericles.*

Make a Date with next year's Sunshine



Booking for NALGO Holiday Centres Opens on January 2

Come to a NALGO holiday centre next year—for a perfect holiday and a real break from office routine!

- | | |
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| ★ TRIPS AND TOURS | FOR CHILDREN |

Croyde Bay (North Devon) and Cayton (near Scarborough) have everything—fine beaches, set in lovely country; facilities for every kind of recreation; interesting tours; good food; and comfortable, modern chalets.

All this at cost price to members—£5 14s. a week, including social fund contributions and tips to unseen staff; and £3 13s. 6d. for members' children (£2 5s. 6d., if aged under four).

Both centres open May 27 and stay open until September 23 (Cayton) and 30 (Croyde).

The whole of July and August will be reserved for members and accompanying relatives and friends booked by members.

Cheap Holidays for Under 25s!

For the first time, NALGO is offering specially cheap terms for adults under 25. During the weeks May 27–June 3 and September 23–30, they will be welcomed at Croyde for £4 8s. a week inclusive—the best holiday, at the lowest price, obtainable anywhere to-day. Food and facilities will be exactly the same as during the rest of the season.

How to Book

Ask your branch secretary or write to NALGO, 1, York Gate, Regent's Park, London, N.W.1, for a form of application. Send it, with the appropriate deposit (explained on the form) to NALGO, 1, York Gate, Regent's Park, London, N.W.1, to arrive on or after January 2.

FOR A PERFECT HOTEL HOLIDAY

... stay at "Cefn-y-Mynach," Rhos on Sea, Colwyn Bay. It has tennis, putting, billiards; is near the beach, swimming pool, golf, and bowls; and is ideally situated for mountain tours. From £5 5s. a week to members and friends; Christmas, 30s. a day; write the Manager, Cefn-y-Mynach, Rhos-on-Sea, N. Wales.

EDUCATION NOTES

by K. S. CARTER

These Syllabus Changes Affect Promotion Exam. and Secretarial Students

RECENTLY published amendments to the Local Government Examinations Board's regulations and promotion examination syllabus contain a number of welcome changes, at least two of which were urged in "L.G.S." last June.

In future, the examination in elements of English law is to be divided into three parts—the first, compulsory, dealing largely with constitutional law; and the other two, alternatives, dealing with public and private law respectively.

Hitherto, the student was expected to prepare himself for questions on both public and private law, a field which, in my view, was far too wide. Now, he will be able to specialise in whichever aspect of law he chooses.

The syllabus for regional and physical geography has been modified so that, although questions may be asked, as before, on general geographical principles, questions on detail

from one only of those subjects. In future, he must study both.

The syllabus for Welsh requires the writing of an essay, translations into and from Welsh, and an oral test. Candidates will be given an opportunity of showing a general knowledge of Welsh literature.

Papers, set for the 1948 and 1949 examinations, invaluable in preparing for the forthcoming examination, may be obtained at 1s. 6d. a set of each year's papers from the Board at 37, Upper Grosvenor Street, London, W.1.

Secretarial Qualifications

SYLLABUS revision is fashionable. The Corporation of Certified Secretaries and the Chartered Institute of Secretaries have both amended theirs.

Their examinations are of particular interest since they have features which are common both to the promotion examination and to the diploma in public administration. For example, successful students of the promotion examination are exempted from certain compulsory subjects of the intermediate of the Corporation's special local government and public administration examination, the precise exemptions depending upon their choice of subjects for the promotion examination. Subjects for the intermediate are general principles of law, public administration, local government law and administration, secretarial practice, and English. The final requires an advanced knowledge of these subjects and offers candidates a choice of the law of one of the following: transport, electricity, gas, health, and local government—a choice that is likely to prove of particular advantage to NALGO members. Candidates for the Corporation's general examination will also be allowed to choose from those subjects. Thus, members in the public utility services can take the branch of

law appropriate to their work whilst, at the same time, securing a "commercial" qualification.

It will be interesting to see how many ambitious promotion examination students will choose their subjects with an eye to possible exemptions from the Corporation's intermediate, from which, having taken their final, they may proceed to the D.P.A.—provided, that London University accepts a holder of the C.C.S. qualification for the D.P.A. Will members with the C.C.S. qualification let me know the results of their applications for registration to sit for the new D.P.A.?

The main change in the C.I.S. syllabus is to allow candidates to take local government secretarial practice instead of company secretarial practice. The syllabus is: Section A—economics, accountancy, and general principles of law (English or Scots); Section B—English, secretarial practice or secretarial practice (local government), and a choice from various aspects of the law, including local government law and electricity supply law. The NALGO Correspondence Institute has courses for all these examinations.

S.E. Revision School

THE South East area education committee is planning a week-end school at Broadstairs, from April 14 to 16, designed primarily as a revision course for promotion examination candidates living in the area. Write E. ALDERTON, Kent Education Committee, Springfield, Maidstone, Kent.

New Shops Acts Examination

THE Institute of Shops Acts Administration intends to hold its first examination at the London School of Hygiene and Tropical Medicine, London University, during the winter of 1950-1.

The syllabus will include legal subjects—including the Shops Acts, the law of evidence, and procedure in the magistrate's court; local government; and sanitary science. For particulars, write to N. G. BUTCHER, 117a, High Road, Wembley, Middlesex.

NALGO Legal Aid Wins £2,680 Damages For Four Members

EVERY day NALGO's legal department is giving free legal advice, protection, and representation to members in need of legal assistance, and in the past few months it has secured many hundreds of pounds in damages for them. Here are some sample cases of successful claims made on behalf of members injured in road accidents:

Injured When Cycling—£1,250

A COUNTY council clerk was hit by a motor lorry while riding his bicycle, suffering fractures of the left arm and left leg, concussion, and lacerations. Although, from the evidence, it was possible that a judge might have held the member partly to blame, the claim was taken up and a writ issued.

The action was settled by the payment to the member of £1,250, including out-of-pocket expenses of £586.

T.B. After Fall—£1,200

A MIDWIFE fell on an icy road while on her way to attend a confinement in the early hours of the morning. She suffered some pain but remained at work. Nearly a year after the fall she became wholly incapacitated with tuberculosis of the spine. Although the statutory six months in which a claim under the Workmen's Compensation Acts should have been made had expired, a claim was made on her behalf, it being contended that there was reasonable cause for the claim not having been made within that

period. The claim was rejected and arbitration proceedings were begun.

During the proceedings, negotiations took place, and the claim was settled by the payment of £1,200.

Hurt on Road—£225

AN education welfare officer was standing by the roadside with his bicycle when a load of timber from a passing lorry fell on him and crushed his foot. He was totally incapacitated for nearly seven weeks, and partially incapacitated for some time afterwards. A claim was taken up on his behalf.

The claim was settled by payment of £225, including £109 out-of-pocket expenses.

Run Over by Bus—£106

A SECRETARIAL assistant, employed by an electricity board, was involved in a collision with a lorry while cycling and thrown into the path of an oncoming omnibus, which passed over him without injury. But he was bruised by the fall and suffered severe shock. A claim was made against the insurers of the owners of the lorry.

The claim was settled by payment to the member of £106, inclusive of out-of-pocket expenses.

NALGO will give free assistance to any member injured, libelled, slandered, or otherwise in need of legal advice, provided the case arises out of his employment.

It is just a part of the NALGO service!

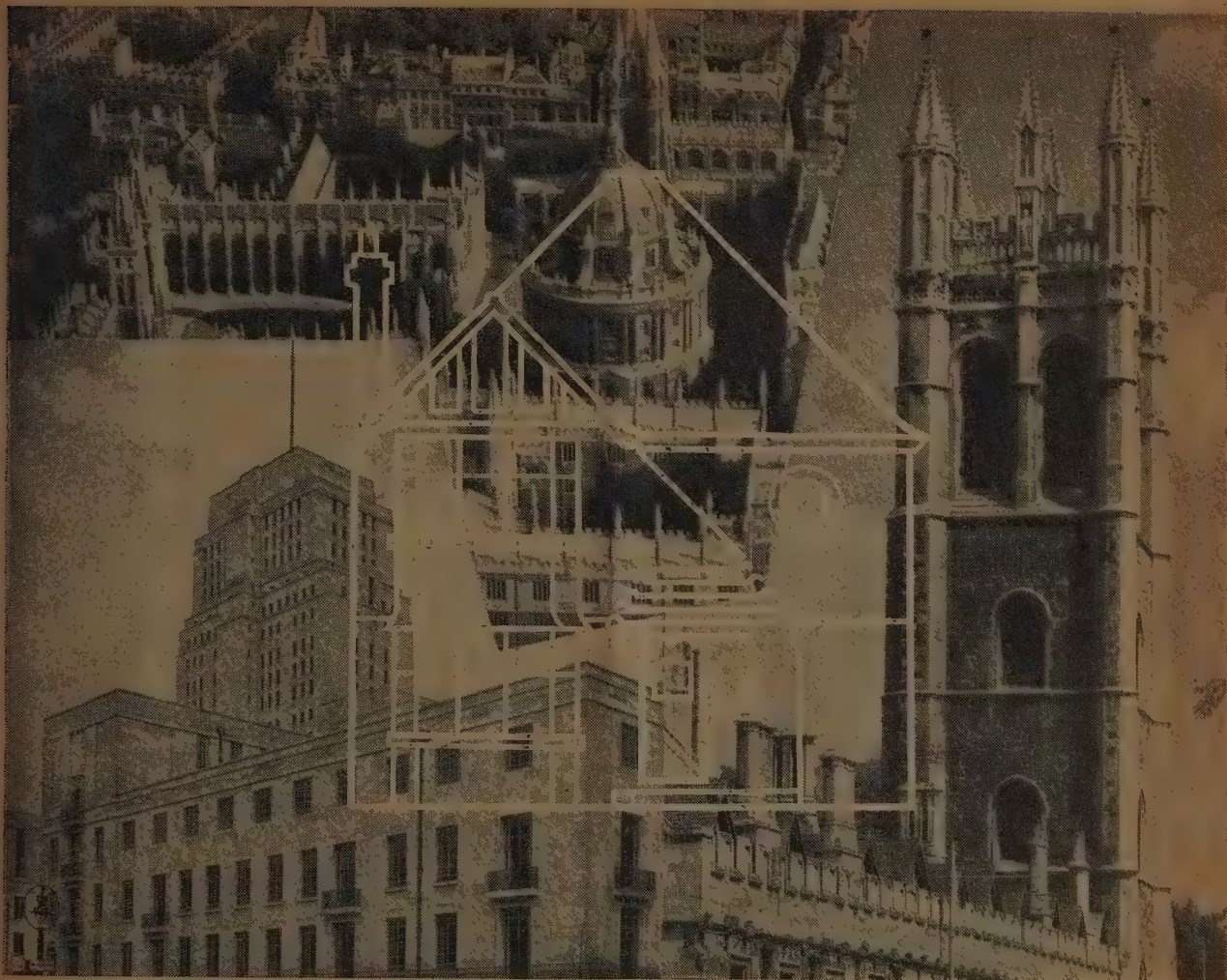


will relate only to specific areas within England and Wales.

An illustration of both kinds of questions in one appeared in the May, 1948, paper. It read: "What conditions are needed for (a) market gardening, and (b) fruit farming? Where are these conditions found in England and Wales?"

The 1949 questions were set in accordance with the new principle, but because the syllabus failed to make the fact clear, many students must have spent valuable time studying the regional geography of other parts of the world, leaving themselves too little to make the detailed study of England and Wales required by the examiners. Potential candidates for the 1950 examination will not need to make that mistake.

Papers in local and central government have also been rearranged. In future, those on local government will, in the main, fall within paper 1 and those on central government and general problems of administration within paper 2. It will, therefore, no longer be possible for a candidate to concentrate exclusively on either central or local government with the intention of selecting his examination questions



We live and learn

Seats of learning vary. While recognising the value and indisputability of Mr. A.'s "B.A. (Cantab.)" and of Mr. O's "B. Com. (London)," we still hold the view that Mr. Y's self-styled "D.P.A. ('Mon Repos')", also has all the merits of a good job well done.

The NALGO member with ambition is entitled to expect a tuition service which is second to none. The NALGO CORRESPONDENCE INSTITUTE—your "home university"—offers you just that. Here you have practical study courses by practical men; tutors—many of them practising experts in their own field—who "learned the hard way" and whose knowledge and experience have been effectively welded to make *your* path easier; and "up-to-the-moment" study material in handy, compact, loose-leaf folders.

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R.S.A.I.	<input type="checkbox"/>	HOSPITAL ADMINISTRATION	<input type="checkbox"/>

SCOTTISH NOTES

by R. DEAS

Future of Co-ordinating Committees : Mr. Adams Resigns : Educational Aid

THE future of area co-ordinating committees is to be discussed by the Scottish district committee at its annual meeting on December 17.

The meeting will have before it a report of its finance and general purposes committee, recommending alterations in these committees' areas and other changes.

With so many branches operating in the same, or adjacent areas, the need for some machinery to promote unity of outlook and co-ordinate action has become more necessary than ever. When first set up, the committees were intended to help the Association in educational, public relations, and recruitment projects and, by discussing the district committee agenda, to help members gain a fuller knowledge of proposals before that committee. Small branches, it was thought, would be enabled to call on the experience of older and

Advisory Bodies Set Up

Local advisory committees have now been set up in the S.E. Scotland electricity area and early inaugural meetings arranged. The staff appreciates this machinery provided by the B.E.A. for the survey of staff conditions, education, welfare, and health.

Lively Gas Branch

The Edinburgh District Gas Branch, in its monthly magazine "Gas Pepys," publishes a biographical sketch of a prominent member of the branch each month. This is a good idea since, in a scattered area, members have few chances of getting to know other members except those with whom they are in daily contact. The branch reports that a reinstatement appeal on behalf of a war disabled member has secured substantial compensation for him.

Sixteen Years a Secretary

At the Edinburgh annual meeting, R. ADAMS resigned the honorary secretaryship of the branch after 16 years in that office. He was a member of the Association's National Executive Council for ten years, 1939-49, and of the Scottish Joint Industrial Council from its inception. He also served as chairman of the district committee and of its Benevolent fund sub-committee. His successor will not find it easy to fill the vacancy, but Mr. Adams will still be on hand to advise for at least another year.

Facilities Inquiry

Judging from the paucity of replies to the district officer's questionnaire about educational assistance to members, it would seem that few Scottish authorities give such help to their staffs or that, if they do, the facilities are not widely known. At the last meeting of the district education committee, a request was made for information about courses of study—conducted by any organisation—of use to members. Since this information is not available at Headquarters (where good use could be found for it) I should be glad to hear of such courses: with information about, (a) the body conducting them; (b) their duration; and (c) their cost. The information should be sent to me, R. DEAS, City Chamberlain's Office, Edinburgh, before December 14.

U.K. Joint Councils ?

In an address to the Edinburgh and district group of the Institute of Public Administration in the City Chambers, Edinburgh, on November 14, ARTHUR WOODBURN, Secretary of State for Scotland, spoke of the tendency for rates of pay in Scotland to lag behind others and the demand of the staff sides of joint industrial councils, particularly in the nationalised services, for a single negotiating machine for each industry to cover the whole of England, Wales, and Scotland. "Would it not be better," he asked, "for the Scottish members to be in at the beginning and have a say in fixing the terms and not just have to be forced to conform later?" Since this topic has been discussed at the Scottish Conference, the views of a member of the Government will be of interest.

Problem Picture

THE contents of the prize-winning vase mentioned on the previous page are a piece of curly kale, some teal heads, a sprig of three small apples, a seeded dock, three iris leaves, ivy berries and foliage, and two sorts of barberry. Explaining his unusual choice, Mr. Nicholls said "The frost had killed the flowers, so I looked around the garden and picked up these odds and ends."

PROMOTION EXAMINATION, 1950

The next examination will begin on Monday, April 24, 1950.

Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than January 31, 1950. Entry fee, two guineas.

Candidates for the examination must be in the service of a local or other approved public authority at the date of entry to the examination, and on or before the last date for entry to the examination must have attained the age of 19 years, or have had not less than three years' service on the staff of a local or other approved public authority.

Local Government Examinations Board,
37 Upper Grosvenor St., London, W.1

NALGO ADDRESSES

Headquarters: 1, York Gate, Regent's Park, London, N.W.1. Telephone: WELbeck 4481.

District Officers—The names in brackets are those of assistant district officers.

Eastern—J. R. E. SABINE (J. Tippet), 12, Crane Court, High Street, Chelmsford, Essex. Tel.: Chelmsford 4347.

East Midland—W. J. UPTON (B. H. Bailey), 47, Burton Street, Nottingham. Tel.: Nottingham 41996.

Metropolitan—A. H. GEARY (Miss A. Prime, G. H. Newman, and H. B. Williams), 1, York Gate, Regent's Park, London, N.W.1. Tel.: WELbeck 4481.

North Eastern—G. HOOD (J. D. Williamson), Milburn House, 1 (A), Dean Street, Newcastle upon-Tyne. Tel.: Newcastle 24900.

North Western and North Wales—W. CECIL WOOD, A.C.I.S. (D. G. Hinson, R. I. Hooper and J. M. Malone), 2, Mount Street, Manchester 2. Tel.: Blackfriars (Mcr.) 7668.

Scottish—J. L. ROBSON (J. Turner and F. A. Howarth), 67, West Nile Street, Glasgow, C.1. Tel.: Douglas 0006-7.

South Eastern—ALAN PROCKTOR (D. Kennedy), Aqua House, 24-25, Old Steine, Brighton 1. Tel.: Brighton 7983.

Southern—L. G. JONES (R. A. Carpenter), 140, Tilehurst Road, Reading. Tel.: Reading 2345.

South Wales and Monmouthshire—I. G. ELLIS, M.B.E. (T. B. Ponton), 11, Park Place, Cardiff. Tel.: Cardiff 1646.

South Western—F. SNEY, B.Sc. (W. Allen), 16, The Crescent, Taunton, Somerset. Tel.: Taunton 2779.

West Midland—J. MELVIN (L. O. Gooden), 43, New Street, Birmingham 2. Tel.: Midland 6943.

Yorkshire—J. C. HAMILTON (H. O. Halls-worth), 12, East Parade, Leeds. Tel.: Leeds 24861.

House Exchange

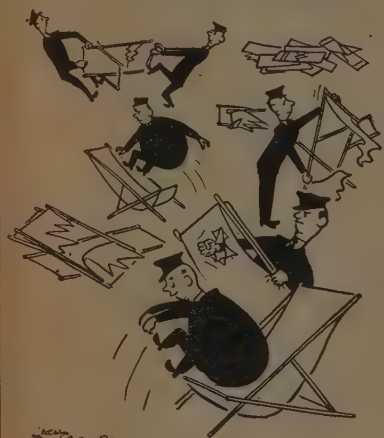
Cheam—S.-c. flat, 2 bed, 1 recep., kit., bath, for rent 2 or 3-bed house 12 miles Bolton—Willis, 7, The Maisonettes, Alberta Avenue, Cheam, Surrey.

Iford—5-room house, kit., bath, garage (R.V. £30) for similar, sale or rent, near Morden, Surrey—Kipping, 24, Stradbroke Grove, Woodford Avenue, Iford.

Blackheath—Semi-det., 3-bed, house (R.V. £26), garden, garage space, for 4-bed house Maidstone. Cash adjustment—Bishop, 125, Wicklemarsh Road, S.E.3.

Denton, Manchester—semi-det. house for house in Huddersfield district—Blofield, 177, Windsor Road, Denton, Manchester.

This Local Government!



"The deck chairs have been examined with the result that 200 are in need of new canvases."—Sent by A. E. Aizen, Aldershot, who gets 5s.

larger units and, in some instances, by uniting, could conduct publicity campaigns beyond the reach of a single branch. But whether all these hopes were justified is another matter. Some of the committees have a fine record of work; others, regrettably, have not.

One voice which will be missing from the discussion is that of J. B. DOUGLAS, Stirlingshire, one of the pioneers and keenest supporters of co-ordinating committees. Mr. Douglas has secured a new appointment and, in consequence, has felt compelled to withdraw from membership of the district committee. The vacancy on the finance and general purposes committee will be filled when the new committee is elected at the annual meeting. Mr. Douglas will be missed, but we wish him every success in his new sphere and trust that he will continue his good work for NALGO.

Member Sees U.S. Production

MATTHEW WRIGHT, stores clerk, S.E. Scotland Electricity Board, was selected by the British Electricity Authority as a member of one of the productivity teams now touring the United States. His fellow-members feel gratified by his selection and look forward to hearing of his experiences.

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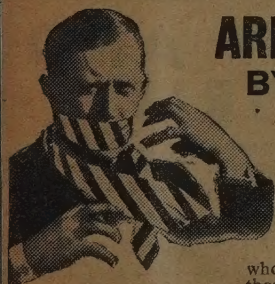
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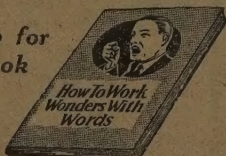
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(ask your girl friend)



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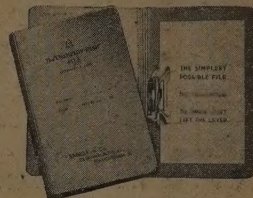
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